

**PHYSIOTHERAPY  
COMPENSATION  
REPORT 2022:  
SECTOR  
COMPARISON**



**ONTARIO  
PHYSIOTHERAPY  
ASSOCIATION**

# PHYSIOTHERAPY COMPENSATION REPORT 2022: SECTOR COMPARISON

To support enhanced understanding of the similarities and differences in work environments, compensation methods and benefits associated with the various physiotherapy sectors, an overview has been provided as follows. An in-depth analysis of compensation, along with methods and demographics, is available for each sector in their own sector specific report.

This report reflects data collected in Ontario from November 2 through December 4, 2022. The survey was conducted by itracks, and this report was developed from their analysis. The data is based on reports by individuals and is descriptive. This report is not intended as a guide to suggested compensation rates or fees.

The methodology and demographics are described in the Physiotherapy Compensation Report 2022: Methodology, Demographics and Group Profiles.

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## KEY DEFINITIONS

**MEAN:** The average of a set of data points calculated by adding all the values in the set and dividing by the number of data points in the set.

**STANDARD DEVIATION:** A measurement of the amount of variation from the mean or average in a data set. For example, if a data set has a mean of 40 dollars and a standard deviation of 15 dollars, the majority of the data will fall between 25 dollars and 55 dollars.

**MEDIAN:** The middle value in a data set.

**QUARTILE:** A group of data points that represent 25% of the data within a set. The first and third quartiles can be found by identifying the medians of the lower and upper halves of the data.

**INTERQUARTILE RANGE (IQR):** The distance between the third and first quartiles.

**UPPER QUARTILE:** Seventy-five percent of the scores fall below the upper quartile.

**LOWER QUARTILE:** Twenty-five percent of scores fall below the lower quartile.

**EFFECTIVE HOURLY RATE:** the result of a calculation based on reported estimates of annual salary or income, divided by an estimate of the total hours worked in the year. This calculation provides a way to compare compensation rates between differences in the method of compensation.

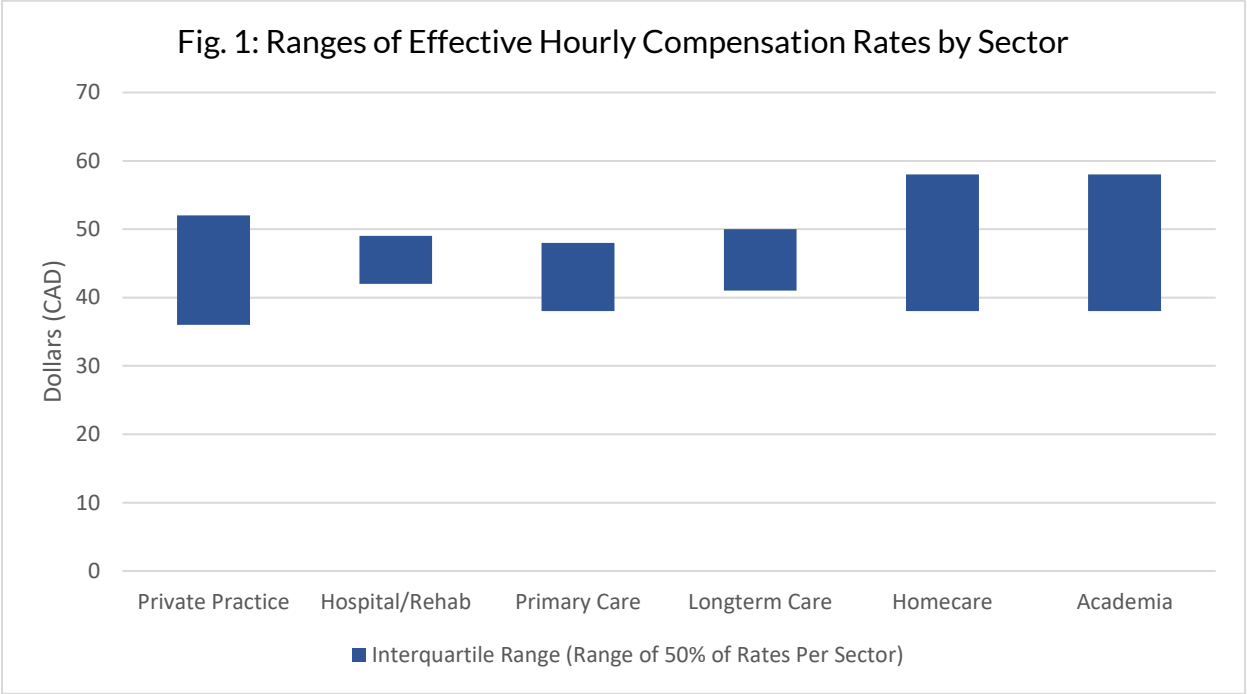
## AVERAGE EFFECTIVE HOURLY RATE BY SECTOR (ALL COMPENSATION METHODS)

The chart below displays the **average effective hourly rate** for each sector. It also shows the range for each sector, which represents 50% of rates reported that fall between quartiles 1 and 3, the average hours worked per week, and the sample size.

The **highest** average effective hourly rate was associated with the **research and academia** sector at **\$56.92**. The **lowest** average effective hourly rate was associated with the **primary care** sector at **\$46.68**.

SECTOR	SAMPLE SIZE	MEAN EFFECTIVE HOURLY RATE	50% OF RATES RANGE (Q1-Q3)	AVERAGE HOURS/WEEK
Primary Care	59	\$46.68	\$38-48	30.2
Hospital and Rehab	587	\$46.90	\$42-49	33.11
Long term Care	74	\$47.80	\$41-50	28.18
Home care	201	\$48.50	\$38-58	21.33
Private Practice	856	\$49.03	\$36-52	31.06
Research/Academia	64	\$56.92	\$38-58	26

Comparison of Interquartile Ranges by Sector



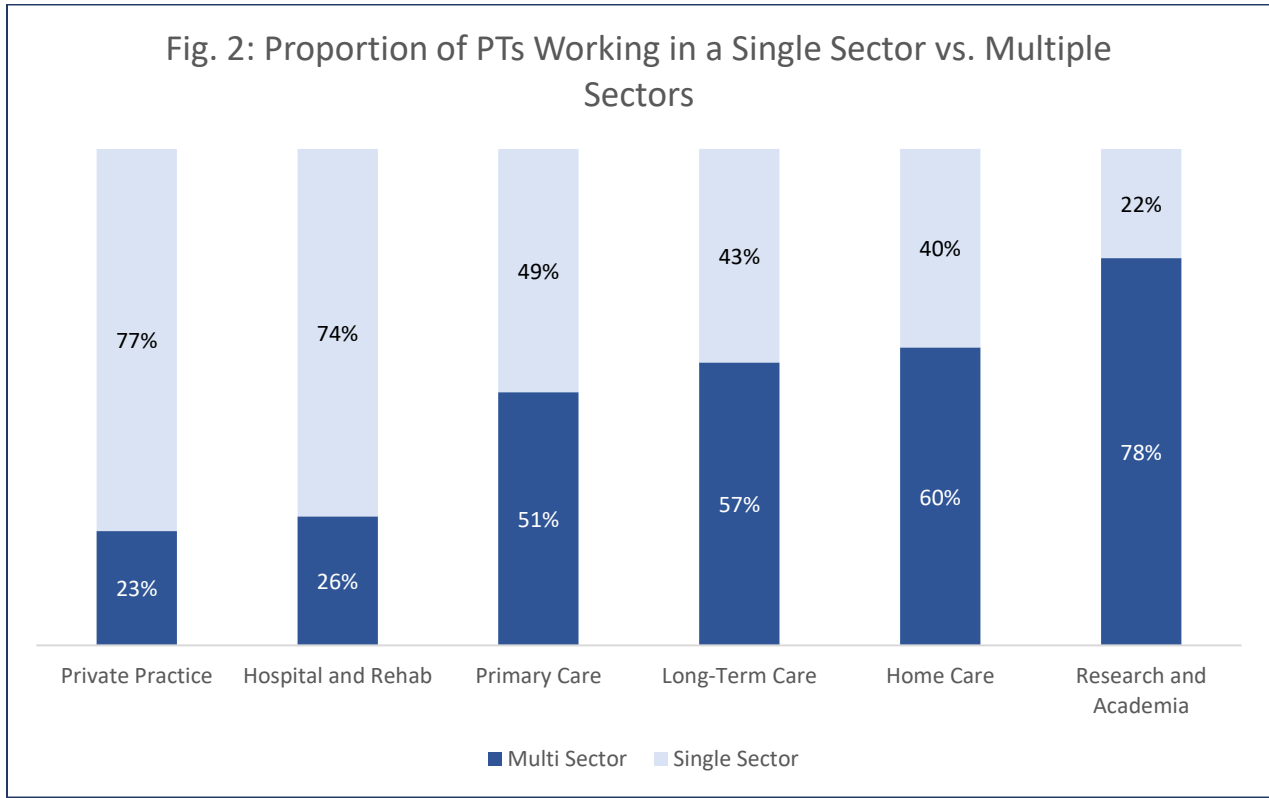
BENEFITS	PRIMARY CARE	HOSPITAL & REHAB	RESEARCH, ACADEMIA	HOME CARE	PRIVATE PRACTICE	LONG-TERM CARE
Flexible hours	41%	22%	47%	61%	59%	34%
Paid vacation	64%	69%	42%	21%	31%	24%
Free parking	44%	13%	13%	21%	61%	43%
Drug Benefits	58%	66%	45%	26%	19%	15%
Paid sick time	56%	67%	41%	23%	17%	18%
RRSP/ pension	56%	77%	38%	19%	7%	18%
Education Fund	46%	31%	25%	18%	37%	14%
Disability insurance	46%	54%	36%	16%	11%	12%
Life insurance	34%	49%	31%	17%	11%	12%
Paid education time	41%	39%	22%	8%	6%	12%
Vision Benefits	44%	61%	39%	18%	12%	11%
Bonuses	20%	6%	11%	5%	11%	9%
Professional membership paid	8%	2%	5%	2%	12%	5%
Other (specify)	2%	5%	8%	4%	5%	4%
None listed	7%	5%	27%	14%	13%	26%
SUM of %	558%	556%	395%	255%	294%	227%
<b>RANKING (1-6)</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>

## MULTIPLE SECTOR EMPLOYMENT

Part-time work in each sector is common and there was a variance in the average number of hours worked by the respondents in each sector. The average number of hours worked per week was lowest with the **Home Care** and highest in **Hospital and Rehab Centers**.

SECTOR	AVERAGE HOURS PER WEEK	N
Hospital and Rehab Centers	33.11	542
Private Practice	31.88	837
Primary Care	30.20	50
Long term Care	28.18	62
Academia and Research	27.36	64
Home care	21.33	205
<b>AVERAGE</b>	<b>30.70</b>	<b>1,760</b>

17% of respondents reported working in more than one sector, which explains the differences in *N* between the chart above and sector-specific reports. The sectors with the highest percentage of respondents reporting employment in another sector were **Academia and Research (78%), Home Care (60%) and Long-Term Care (57%).**

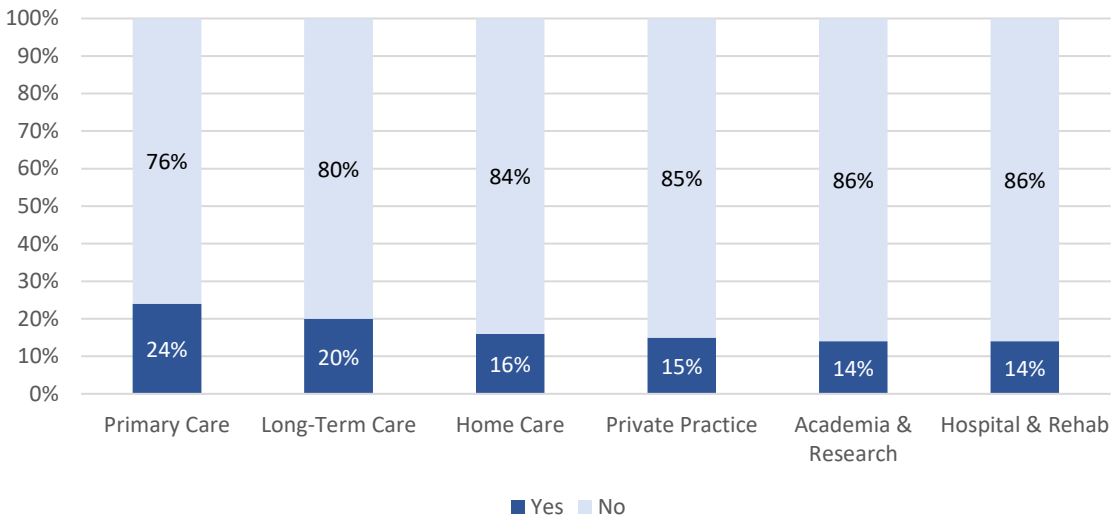


## Turnover and Retention

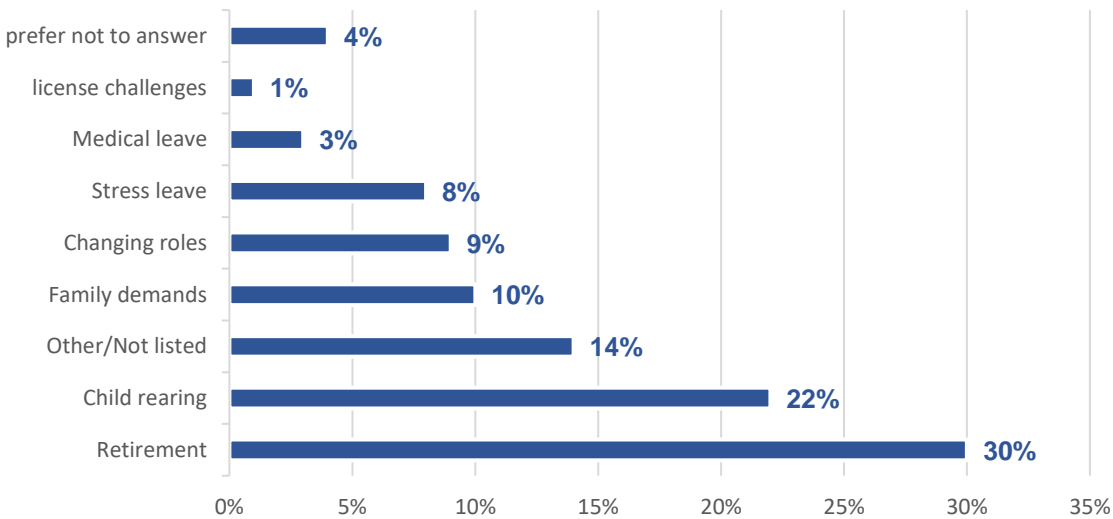
Respondents were asked whether they plan to leave the profession or decrease their hours by more than 50%. 15% (248) of respondents across all sectors indicated they are planning on or considering discontinuing to work in the physiotherapy profession entirely or reducing their hours by over 50% during the next 12 months.

The tables below show expected profession turnover by sector, as well as most reported reasons for turnover.

**Fig. 3: Proportion of PTs Planning to Discontinue or Reduce Work by 50% within 12 Months**

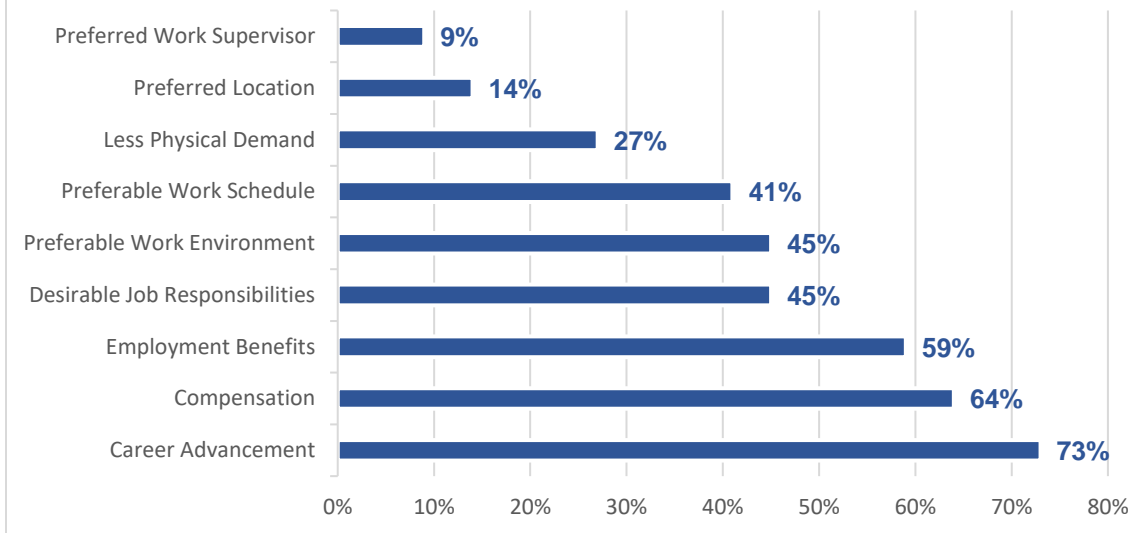


**Fig. 4: Reasons for Discontinuing or Reducing Work Hours in the PT Profession**



22 respondents (9%) reported that they have accepted or are considering a role outside of the physiotherapy profession. The table below displays the most reported reasons for this change.

Fig. 5: Reasons for Pursuing or Accepting a Role Outside the PT Profession



Respondents were asked to identify the top factors outside of compensation that contribute to job satisfaction in their current position. There was similarity in the ranking of many of the factors between sectors, and the top four (4) job satisfaction factors are highlighted in the chart below for each sector.

Non-Compensation Job Satisfaction	Primary Care	Hospital & Rehab	Research, Academia	Home Care	Private Practice	Long-Term Care
Work life balance	34%	38%	25%	46%	39%	32%
Co-workers	37%	56%	27%	19%	32%	28%
Proximity to home	42%	41%	19%	33%	39%	31%
Clinical interest	31%	48%	33%	31%	35%	20%
Patient demographic	25%	33%	8%	43%	40%	39%
Flexible hours	27%	16%	36%	67%	35%	31%
Supervisor	20%	14%	23%	15%	20%	19%
Shift schedule	14%	13%	8%	16%	16%	12%
Learning/experience	19%	12%	45%	9%	10%	14%
Career Advancement	14%	12%	33%	7%	10%	22%
Expert mentorship	10%	8%	27%	4%	11%	12%
Appreciation	5%	5%	14%	5%	9%	8%
Other (specify)	3%	4%	3%	3%	4%	8%

## Sector Retention and Turnover

The **hospital and rehab sector** is at highest risk of turnover. While respondents in hospital and rehab centres showed low indication of plans to reduce or discontinue working in the profession, this sector shows the highest risk of losing physiotherapists to other sectors. **29% of respondents** reported being **'likely or highly likely'** to change to another sector within the next year and **25%** reported being **'undecided.'** This sector has one of the lowest average effective hourly rates compared to other sectors. Adjustments to compensation may have an impact on retention.

The **long-term care sector** has the greatest opportunity to reduce sector turnover through compensation adjustments. **20% of respondents** reported being **'likely or highly likely'** to change to another sector within the next year and **31%** reported being **'undecided.'** 20% of respondents working in long-term care plan to leave the profession or decrease hours by over 50%. **43% of respondents working in long-term care** indicated that **compensation (including benefits)** has a **high degree of impact.**

Sector retention and turnover is also examined more in each sector-specific report.