

**PHYSIOTHERAPY
COMPENSATION
REPORT 2022:
LONG-TERM CARE
SECTOR**



**ONTARIO
PHYSIOTHERAPY
ASSOCIATION**

PHYSIOTHERAPY COMPENSATION REPORT 2022: LONG-TERM CARE SECTOR

This report provides additional details that are specific to physiotherapists working in the long-term care sector. Sections include rates of compensation, methods of compensation, access to benefits, and likelihood of employment change.

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 to be used as a guide to suggest 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, most 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 (Q3): Seventy-five percent of the scores fall below the upper quartile.

LOWER QUARTILE (Q1): 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.

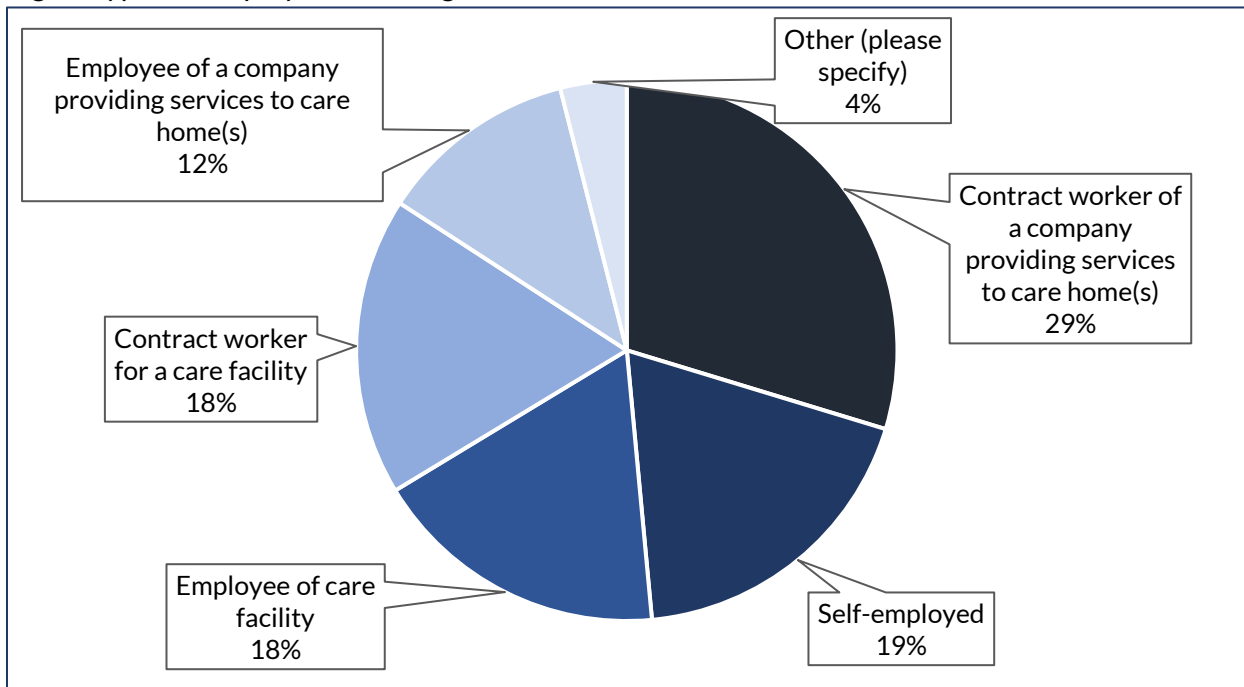
SUMMARY

Long-term care is one of the smallest sectors in this report, with 74 respondents.

The average effective hourly rate for all physiotherapists working in long-term care was \$47.80 per hour.

The reported workplaces are described in the figure below.

Fig. 1: Types of Employment - Long-term Care



The chart below displays the proportion of respondents working in public and private long-term care facilities, as well as the size.

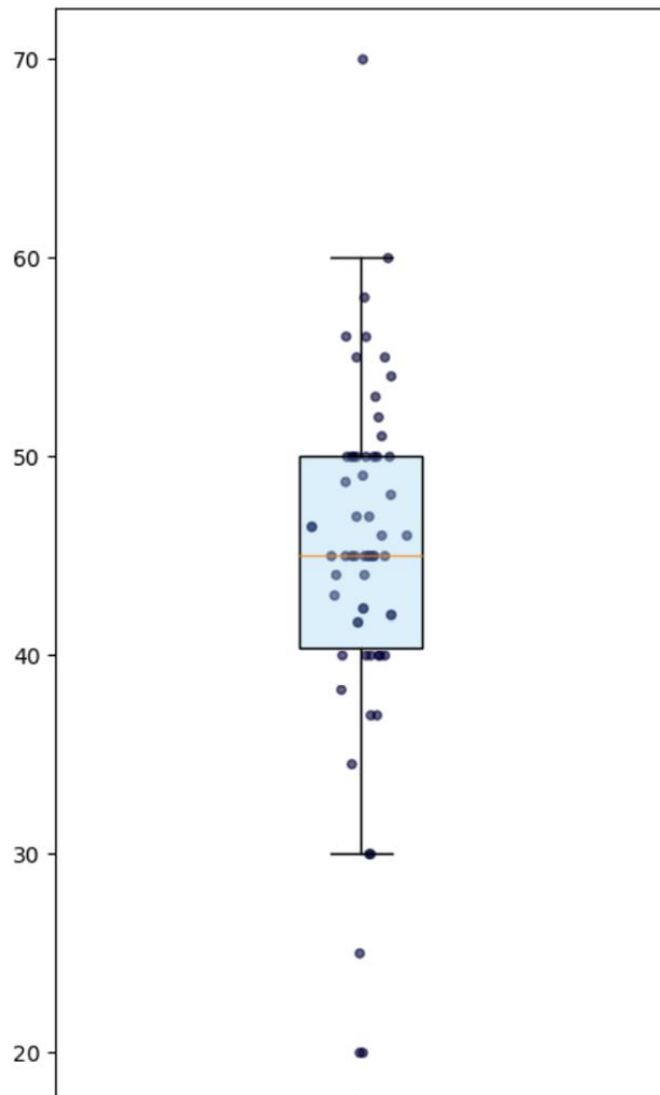
LONG-TERM CARE FACILITIES	N	%
Private <150 beds	22	30%
Public >150 beds	20	27%
Private >150 beds	19	26%
Public <150 beds	12	16%
Other	1	1%
Total	74	100%

AVERAGE COMPENSATION (ALL COMPENSATION METHODS)

The sample is too small to segment into clinical and non-clinical roles or different years of experience. The box plot below displays data points for the effective hourly rate across all compensation models in this sector, which includes both clinical and non-clinical roles. The **average effective hourly rate for all physiotherapists working in long-term care was \$47.80** per hour, with 50% of effective hourly rates falling between **\$41.00 and \$50.00**, represented by the blue box. The average number of hours worked per week was 28.18.

The lower line extending below the blue box shows the range of the **lowest 25% of the data points, which is between \$30.00 and \$41.00**. The upper line extending above the blue box is longer showing that the **upper quartile or 25% of the data points has a wider range with data points dispersed between \$50.00 and \$60.00**.

Fig. 2: Average Effective Hourly Rate, All Compensation Types (CAD) – Long-term Care

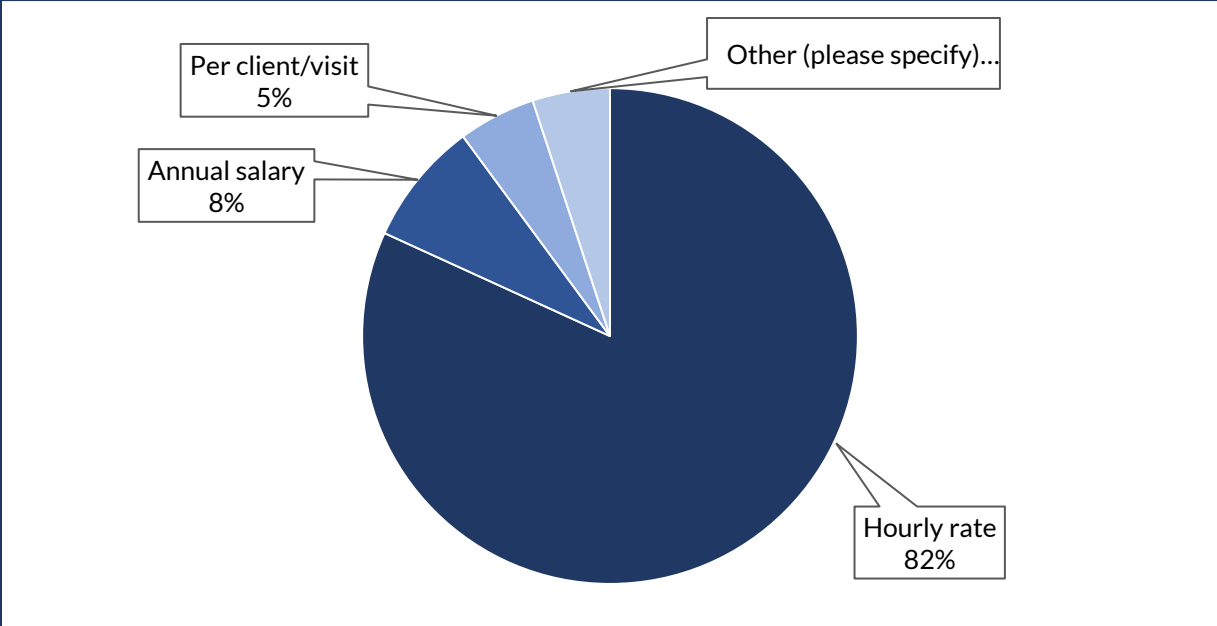


LONG-TERM CARE - ALL COMPENSATION TYPES	
Mean/Average Effective Hourly Rate	\$47.80
Median (Central Number) Effective Hourly Rate	\$45.00
Standard Deviation	6.11
Average Hours per Week	28.18
N=74	

COMPENSATION METHODS

Respondents indicated the method of compensation used in their employment in long-term care.

Fig. 3: Types of Compensation Methods - Long-term Care

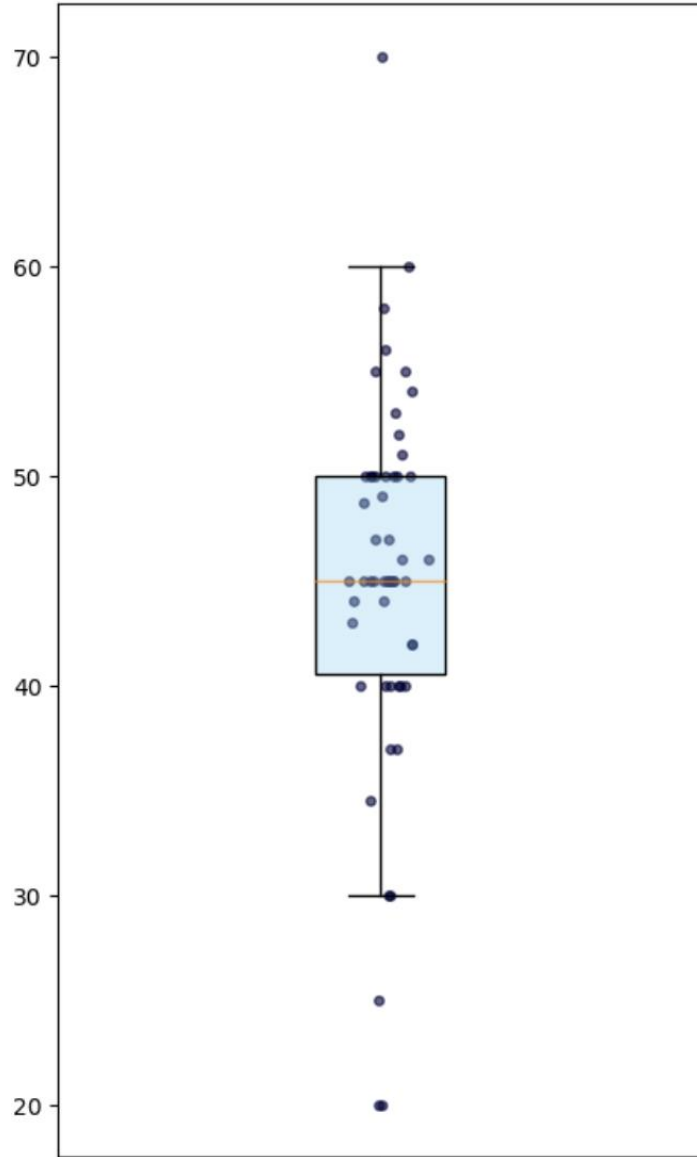


*Other compensation strategies included a contract amount and hourly as part of the hospital that they are already working at.

COMPENSATION ON HOURLY BASIS - LONG-TERM CARE

The box plot below displays the reported data points for the amounts paid on an hourly compensation model. The **average effective hourly rate** was **\$45.70**. 50% of the reported rates are between **\$41.00** and **\$50.00** represented by the blue box. The lower line extending below the blue box shows the range of the **lowest 25% of the data points which is between \$41 and \$30**. The upper line extending above the blue box is longer showing that the **upper quartile or 25% of the data points between \$50.00 and \$60.00**.

Fig. 4: Hourly Rate Compensation (CAD) - Long-term Care



LONG-TERM CARE - HOURLY RATE	
Average Hourly Rate/ Effective Hourly Rate	\$45.70
Median (Central Number)	\$45.00
Standard Deviation	6.04
Average Hours per Week	27.6
N=60	

COMPENSATION BY ANNUAL SALARY - LONG-TERM CARE

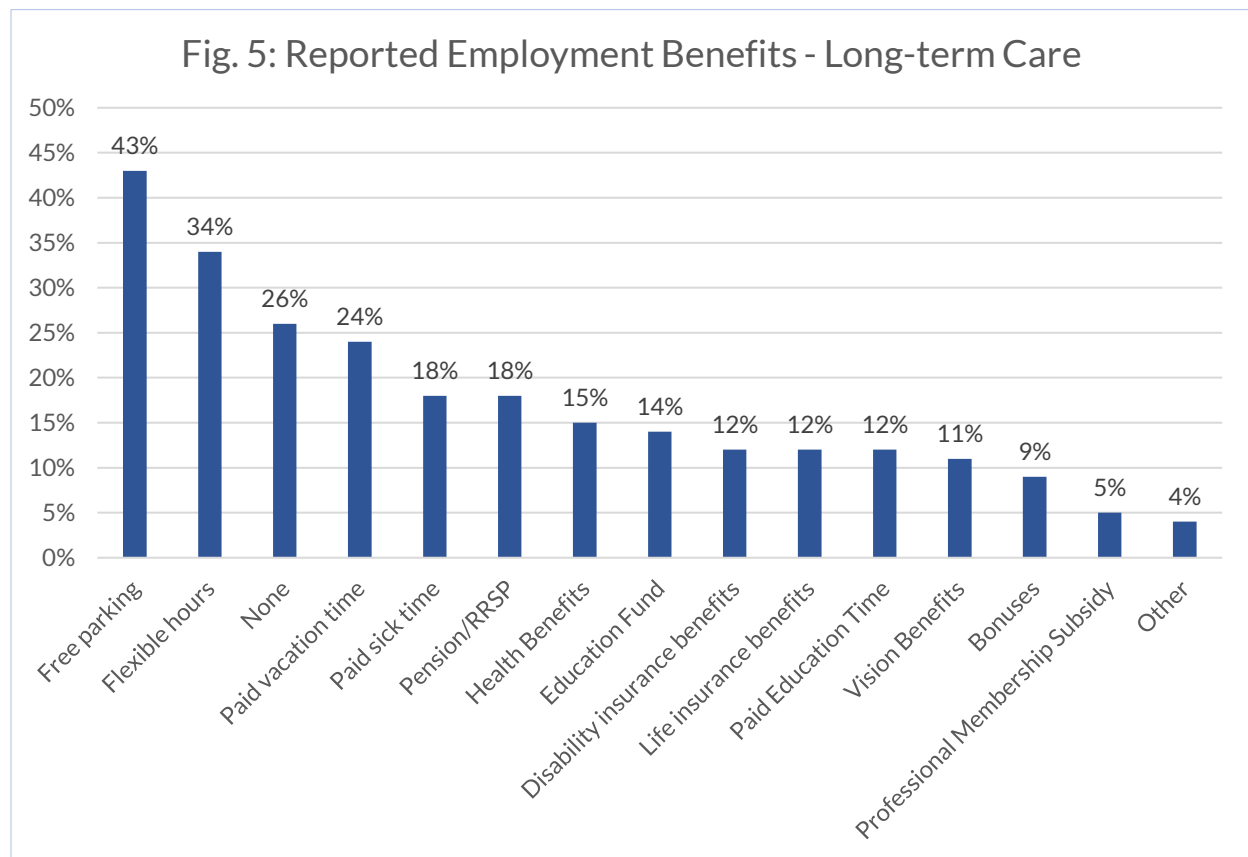
Six (6) respondents reported being compensated through an annual salary. The **average annual salary** in the long-term care sector was **\$63,074**. The **average hours per week worked** was **27.6**. This is a small sample and there were few respondents in management or leadership positions included, which did not have a significant impact on the average annual salary. The sample size is too small to report clinical and non-clinical groups separately and was too small to plot on a graph. The **average effective hourly rate derived from annual salary reports** was **\$45.73**. Due to the small sample size, this data may not be representative of all PTs in long-term care who are paid an annual salary.

BENEFITS

Respondents reported the benefits to which they have access in their current role within the long-term care sector, which are displayed in the bar graph below.

The average number of weeks of paid vacation was reported as **7.06 weeks** (N=15).

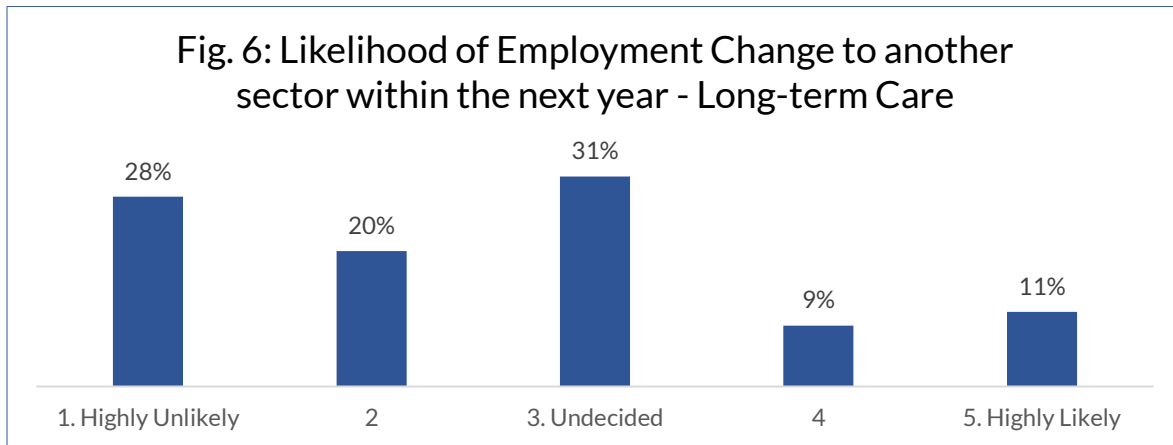
The average number of days of paid sick days per year was **8.09** (N=11).



*Other benefits included positive work experience and enjoyment from working with residents.

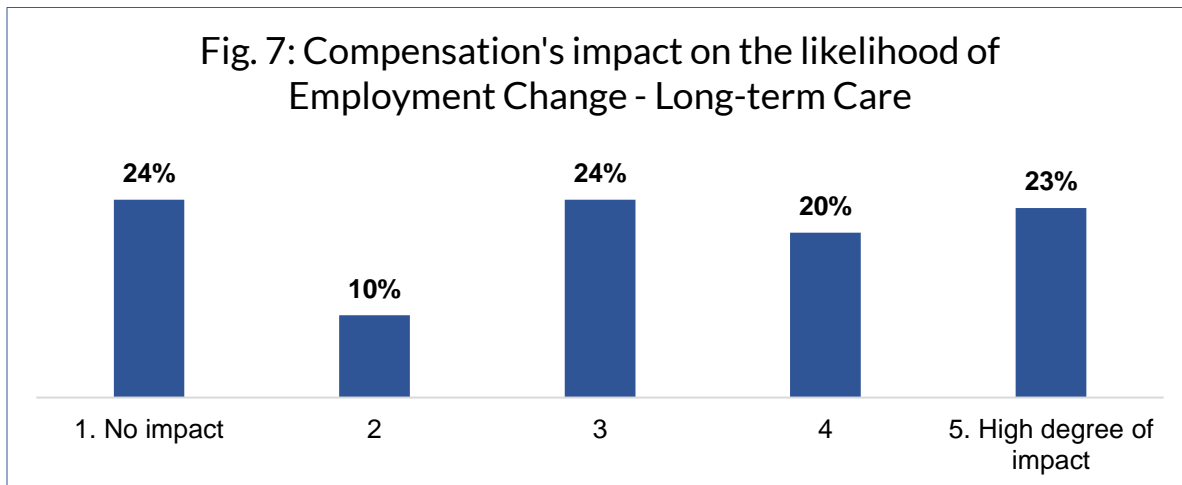
LIKELIHOOD OF EMPLOYMENT CHANGE

Respondents were asked to rate the likelihood that they will change sectors in the next year.



N=74

Respondents were asked to rate the degree of impact their current compensation (including benefits) has on their likelihood of changing employment to another sector within the next year.



N=74