PHYSIOTHERAPY COMPENSATION REPORT 2022:

PRIMARY CARE SECTOR

ONTARIO
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ASSOCIATION

PHYSIOTHERAPY COMPENSATION REPORT 2022: PRIMARY CARE SECTOR

This report provides additional details that are specific to physiotherapists working in the primary 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.

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.
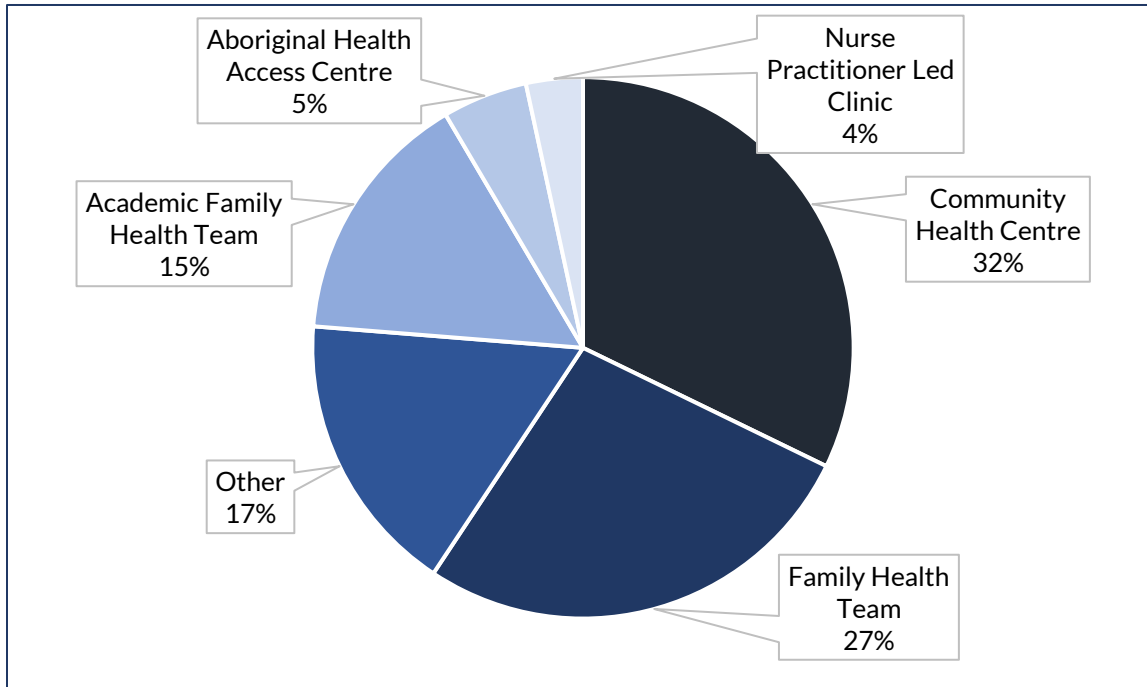
SUMMARY

Primary care is the smallest sector with 59 respondents.

The **average effective hourly rate for all physiotherapists (clinical and non-clinical)** working in primary care was **$46.68.**

The reported workplaces are described in the figure below.

Fig. 1: Places of Employment – Primary Care

AVERAGE COMPENSATION (ALL COMPENSATION METHODS)

The sample size for this sector is too small to segment into clinical and non-clinical roles, or 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 (clinical and non-clinical)** working in primary care was **$46.68.** 50% of effective hourly rates falling between **$38 and $48**, represented by the blue box**.** The average number of hours worked per week was 30.20 hours.

The lower line extending below the blue box shows the range of the **lowest 25% of the data points which is between $25 and $38.** 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 $48.00 and $55.00.**

Fig. 2: Average Effective Hourly Rate, All Compensation Types (CAD) – Primary Care
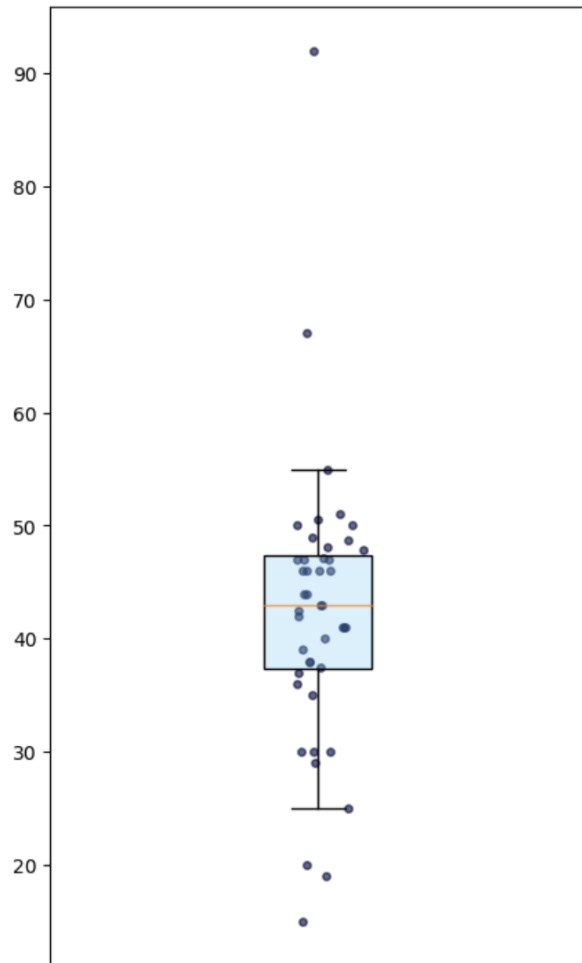
PRIMARY CARE – ALL COMPENSATION TYPES	
Mean / Average Effective Hourly Rate	$46.68
Median (Central Number)	$45.00
Standard Deviation	8.68
Average Hours per Week	30.20
N=59	

COMPENSATION METHODS

The most common method of compensation for PTs working in primary care is by **hourly rate (47%)**. Other methods of compensation in this sector included per client/visit, annual salary, per diem, and split plus profits, the proportions of which are outlined in the figure below.

Fig. 3: Types of Compensation Methods – Primary Care
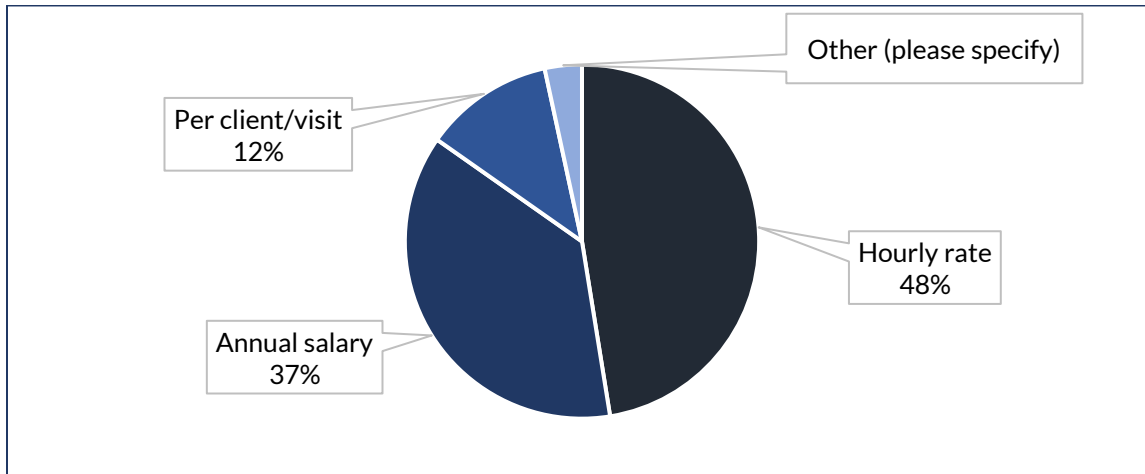
COMPENSATION ON HOURLY BASIS – PRIMARY CARE

The box plot below displays the reported data points for the amounts paid on an hourly rate model. Across all PTs who reported earning hourly rates, the **average hourly rate** was **$44.00.** 50% of the reported rates are between **$30.00** and **$47.00 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 $15 and $30.** The upper line extending above the blue box is longer showing that the **upper quartile or 25% of the data points have a wider range with clusters scattered around $47 and $55.**

Fig. 4: Hourly Rate Compensation (CAD) – Primary Care
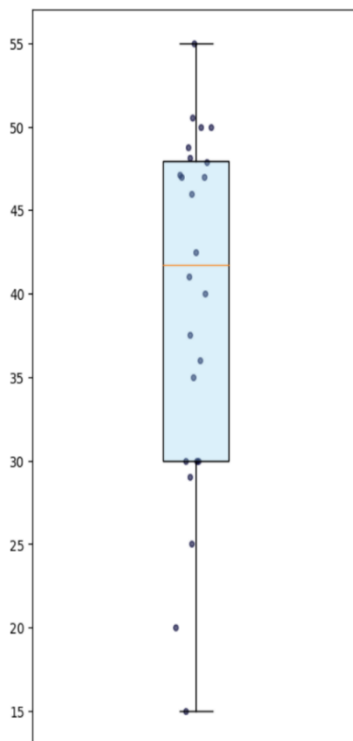
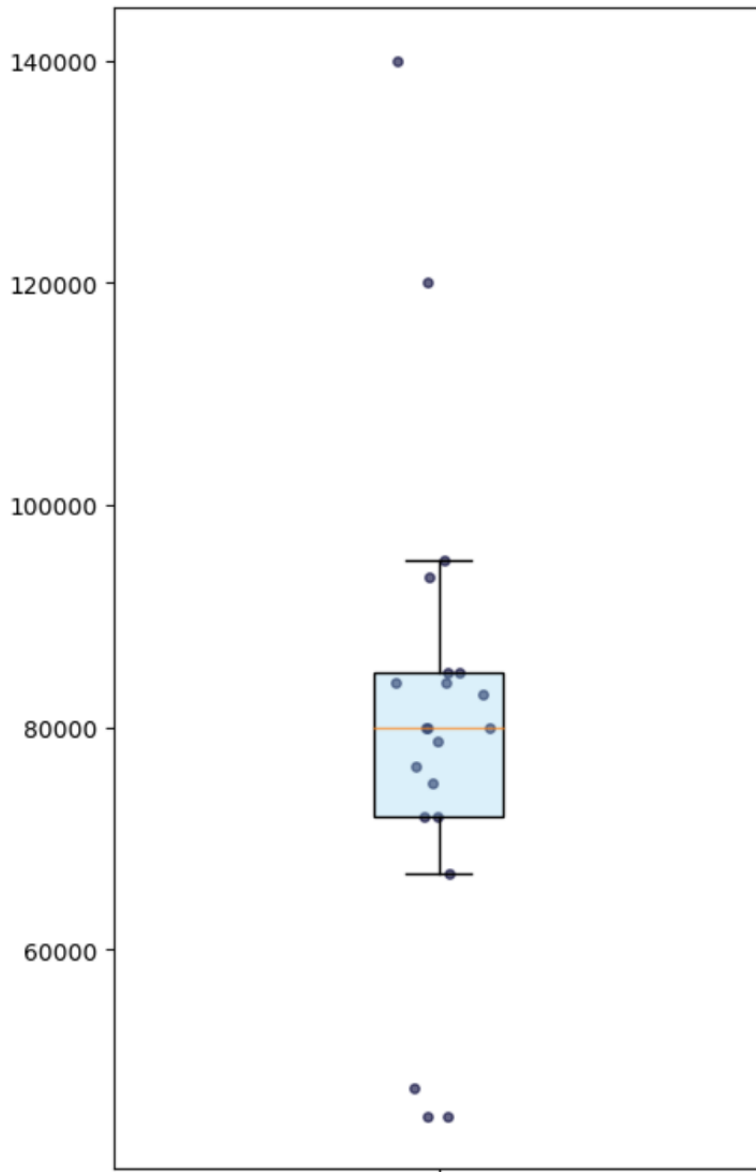| PRIMARY CARE – HOURLY RATE	
Median	$44.00
Standard Deviation	18.5
Average Hours per Week	32.55
Effective Hourly Rate	$41.15
N=28	

COMPENSATION PER VISIT – PRIMARY CARE

The sample size of PTs that reported being compensated on a per client visit basis for primary care was limited to five, which is too small to plot a reliable boxplot graph. The summary information is provided below. This data may not be representative of all PTs in primary care who are paid on a per client visit basis.

PRIMARY CARE – PER CLIENT	
Mean/Average	$36.00
Average Hours per Week	18
Average Effective Hourly Rate	$32.13
N=5	

COMPENSATION BY ANNUAL SALARY – PRIMARY CARE

For PTs that reported being compensated on an **annual salary basis**, the **average annual salary was $80,383.** The average number of hours per week was reported at **32.70**. The **average effective hourly rate** for PTs working primary care paid an annual salary was **$48.07**. This information is illustrated in the box plot below.

Fig. 5: Annual Salary Compensation (CAD) – Primary Care

PRIMARY CARE SECTOR – ANNUAL SALARY	
Mean/Average	$80,383
Median	$83,000
Average Hours per Week	32.70
Average Effective Hourly Rate	$48.07
N=21	

BENEFITS

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

The average number of weeks of paid vacation was reported as **4.47 weeks** (N=36), and the average number of days of paid sick days per year was **12.5** (N=32).
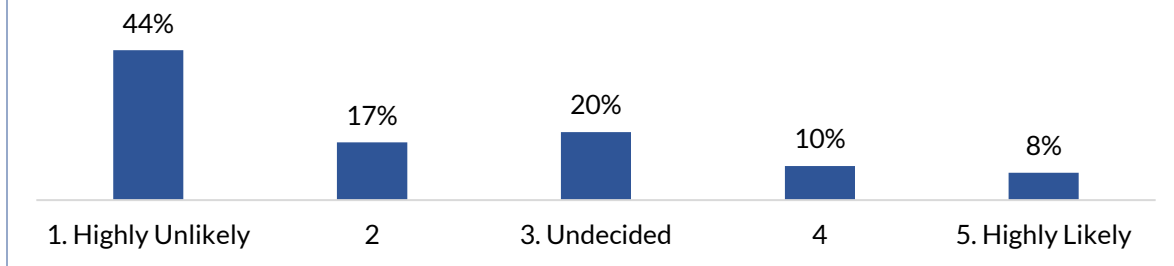
Fig. 6: Reported Employment Benefits - Primary Care
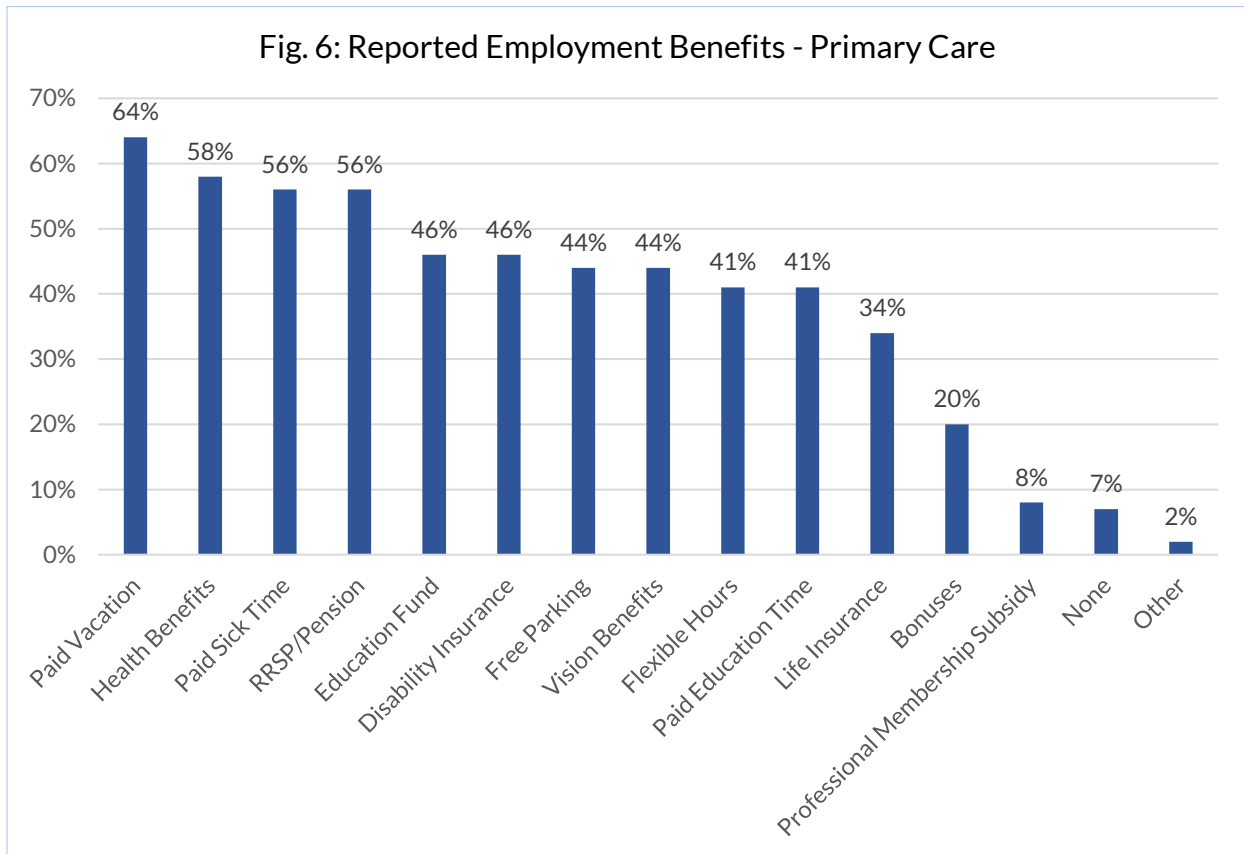
LIKELIHOOD OF EMPLOYMENT CHANGE

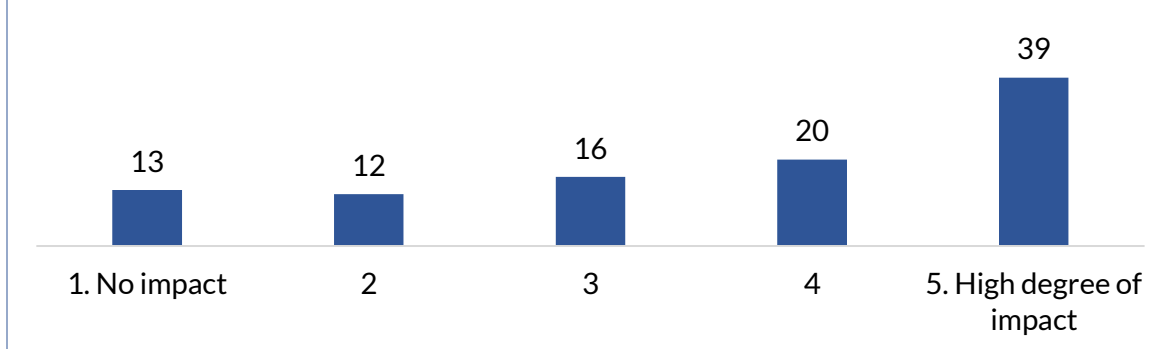Respondents were asked to rate the likelihood that they will change to another sector within the next year.

Fig. 7: Likelihood of Employment Change to another sector within the next year - Primary Care

Category	Percentage
1. Highly Unlikely	44%
2	17%
3. Undecided	20%
4	10%
5. Highly Likely	8%

N=59

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.

Fig. 8: Compensation's impact on the likelihood of Employment Change - Primary Care

Category	Value
1. No impact	13
2	12
3	16
4	20
5. High degree of impact	39

N=59