



Ontario Society of
Occupational Therapists

MEMBERSHIP COMPENSATION 2017

Membership Year Ending September 30, 2017

August 2018

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INTRODUCTION

The Ontario Society of Occupational Therapists' (OSOT's) ***Member Occupational Therapist Compensation Survey 2017*** reflects a compilation of information gathered annually during the membership renewal process. It is collated annually to provide members with information to assist in negotiating employment agreements or contracts.

The data contained in this report represents information reported by practicing members as of October 1, 2017. At that time, OSOT had 3,810 practising/new graduate members as well as 575 student, associate and life members resulting in 4,385 total OSOT members. Only practising members could potentially provide data used to compile this report.

Factors Affecting Accuracy of Compensation Data Collected

- Completion of every data field is *not* required although it is strongly encouraged. Thorough data completion and updating member information each year enables the Society to reflect most accurately a profile of its membership's practice and compensation patterns. However, because it is not mandatory, readers of this survey summary should be aware that this data is reflective of what members *did* complete or update in 2017. For this reason, astute readers will note that not all sections reflect the same number of respondents.
- Although the Society has tried to assure that data collection measures allow for reasonable comparisons of employee and private practitioner compensation, this is a challenging exercise. Private practitioners are requested to reflect a "net" hourly rate (compensation after business expenses are subtracted from "gross" income); however, it is clear that this is not always reflected.
- It should be noted that the data reflected in the companion document *OSOT Membership Profile* can vary from data reflected in the because the results are pulled from different questions within the survey answered by members.

For all of the above reasons, and because data is only as accurate as our members are responsive to requests to update and provide accurate information, this summary document should be utilized to provide guidance and generalized benchmarking related to practice and compensation patterns only.

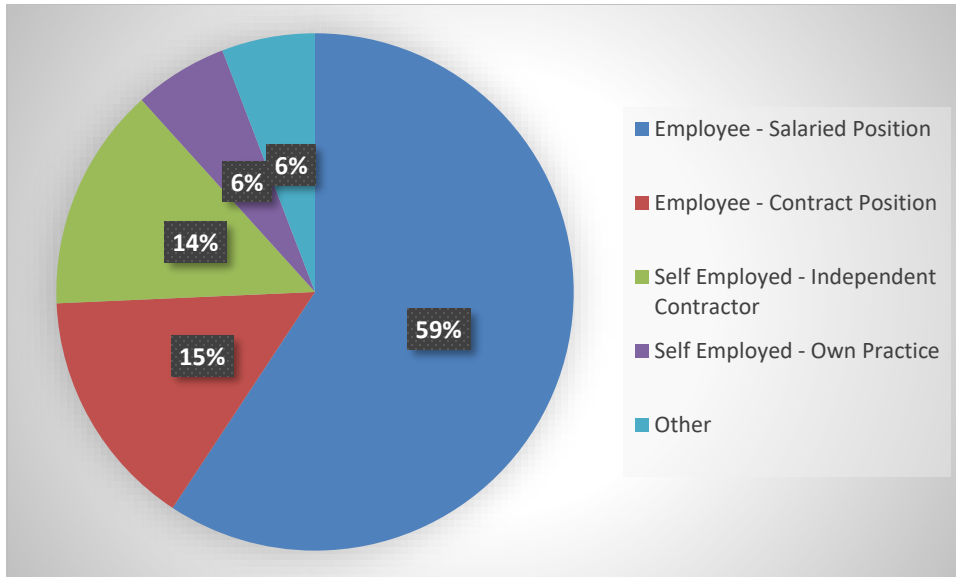
KEY FINDINGS

- 73% of respondents work in the public sector, 27% in the private sector as primary employment.
- 46% of respondents work in the institutional sector, 45% in the community sector and 9% in other practice settings.
- 14% (523) of practicing respondents reported a secondary employment position.
- Pension, health/dental coverage and disability insurance are the top 3 benefits reported by those salaried in the public sector, while health/dental coverage, disability insurance and education funding are the top 3 benefits reported by those salaried in the private sector.
- Roughly 34% of self-employed occupational therapists charge under \$50 per hour for OT services, 30% charge between \$50-\$80 per hour and 36% charge over \$80 per hour.
- 56% of employed new graduates in both the public and private sectors have a starting wage/wage equivalent in salary between \$31-\$35 per hour.
- 77% of those in salaried positions reported an hourly wage/wage equivalent between \$36-\$50 per hour.

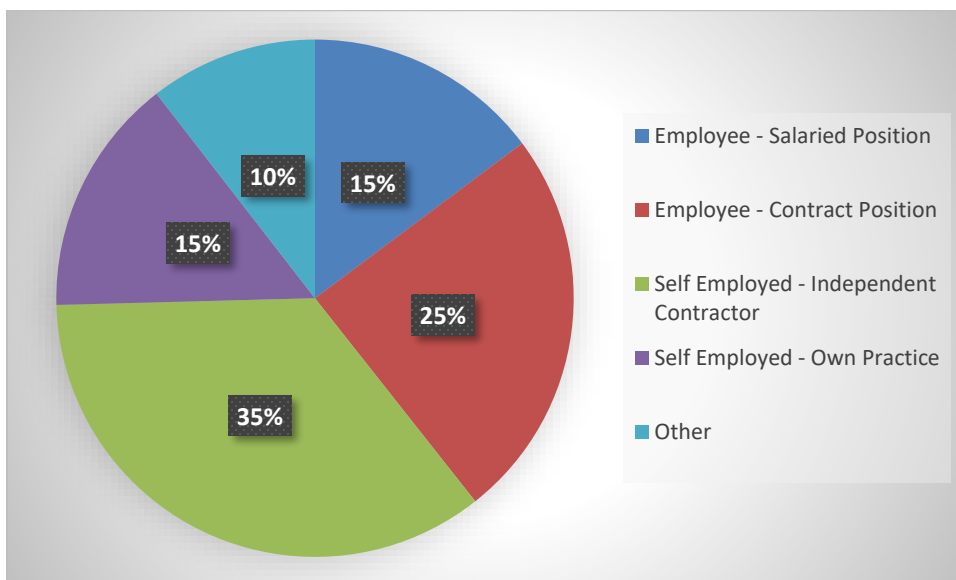
EMPLOYMENT STATUS

All members were asked to select the employment status that best suited their primary and secondary employment.

Primary Employment

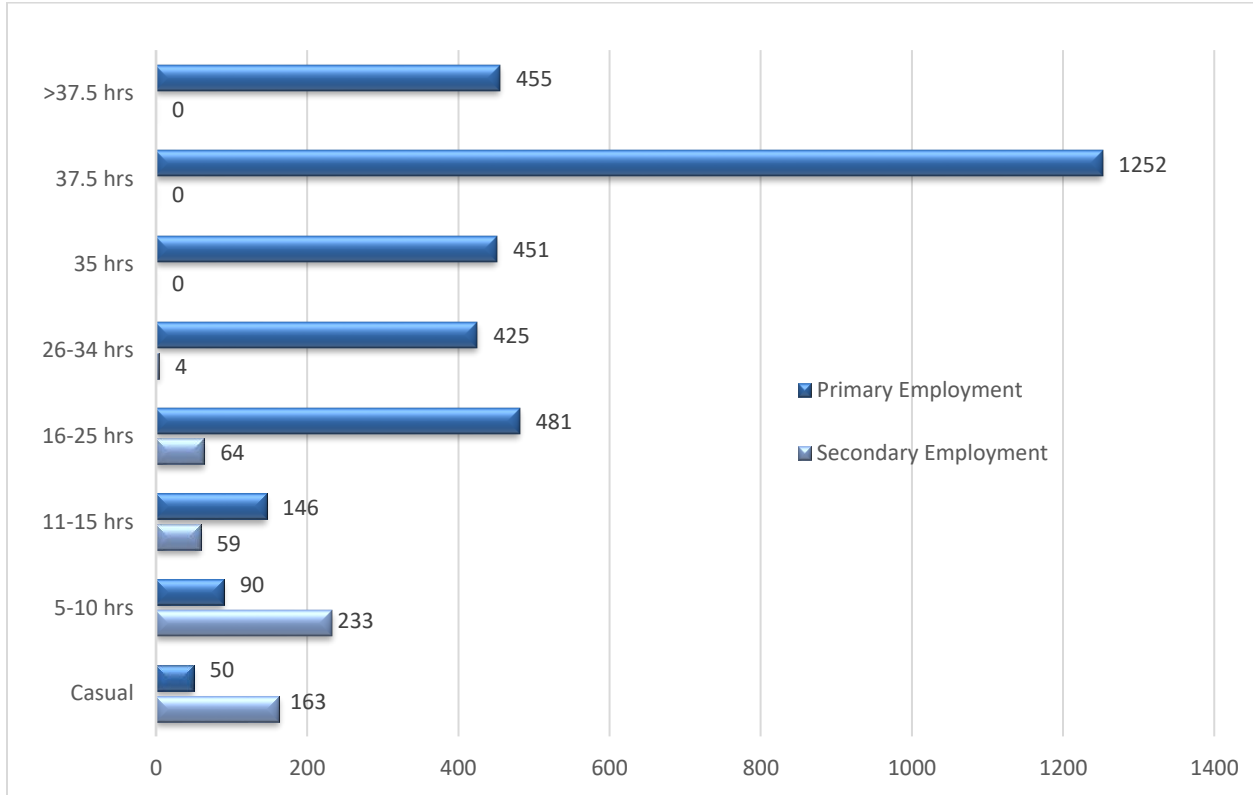


Secondary Employment



HOURS OF PAID WORK PER WEEK

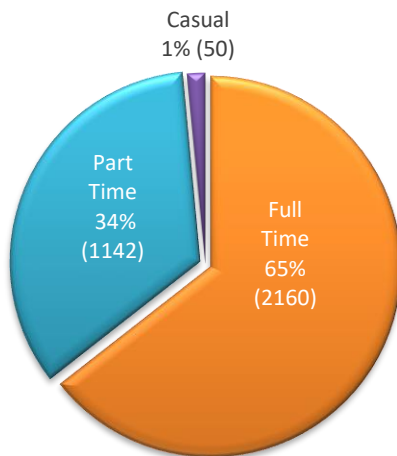
This section shows a breakdown based on members' number of paid work hours per week. This graph shows data from primary and secondary employment positions.



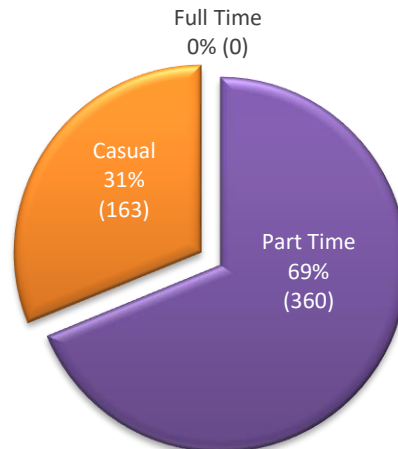
Classification Based on Hours of Work per Week

Members are considered full time if they work 35 hours or more per week. A part time worker would work somewhere between 5 hours to 34 hours per week. A casual worker sets their own schedule, without a consistent number of hours throughout the week.

PRIMARY EMPLOYMENT



SECONDARY EMPLOYMENT



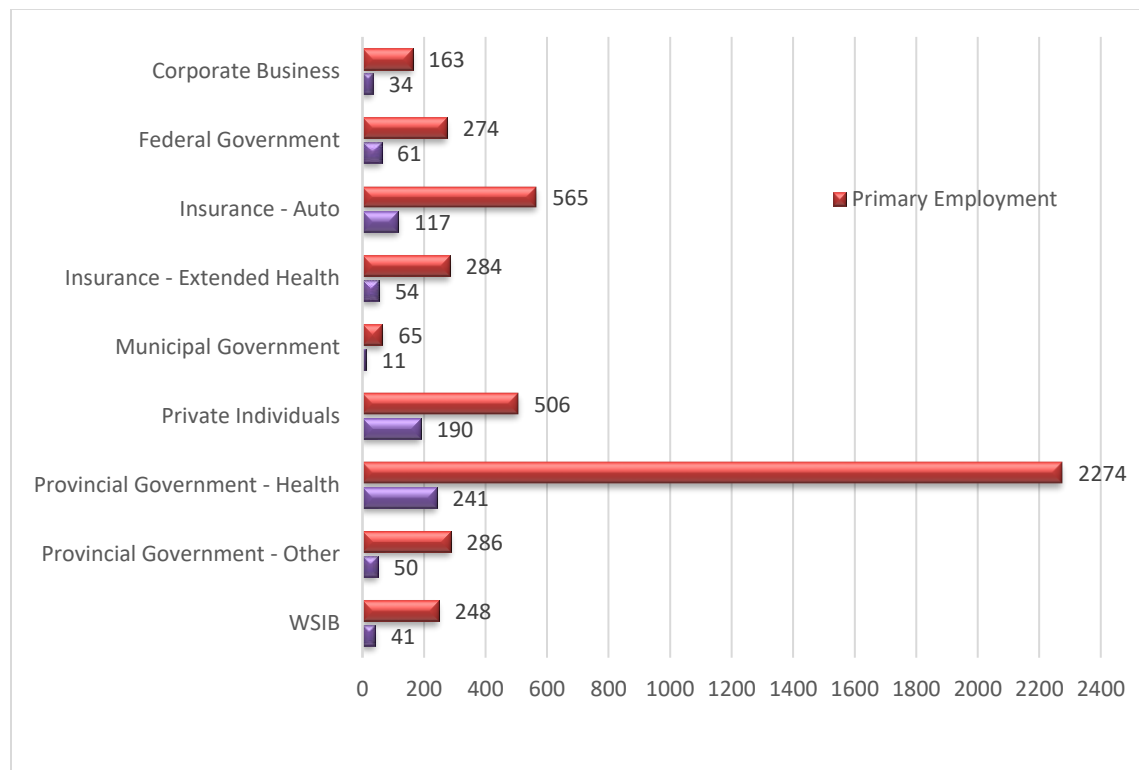
Primary Employment Paid Hours (per week) in the Public and Private Sectors

Hours	Public	Private
Casual	29	18
5-10 hrs	48	56
11-15 hrs	95	64
16-25 hrs	374	158
26-34 hrs	307	142
35 hrs	380	93
37.5 hrs	1,109	206
>37.5 hrs	266	234
Total:	2,608 (73%)*	971 (27%)*

Note: 19% of OTs listing public funding as their primary funding source also list some private funding within that. Likewise, 31% of OTs listing private funding as their primary funding source also list some public funding within that.

FUNDING FOR POSITION

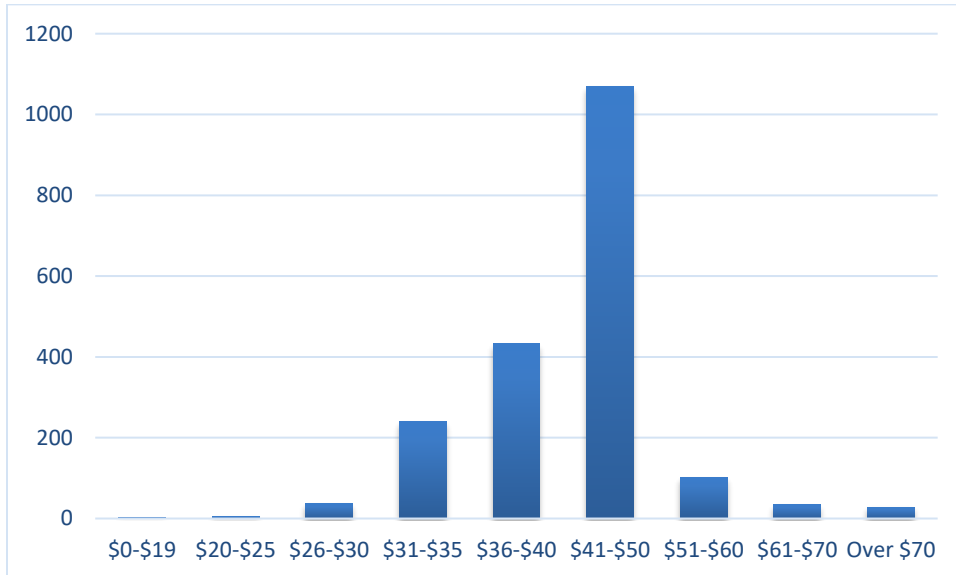
This section shows a breakdown of funding across the profession. Please note that public funding includes the federal, provincial and municipal government sources and private funding includes funding from corporate businesses, private individuals, insurance (both auto and extended health/disability) and the Workplace Safety and Insurance Board (WSIB). The breakdown of provincial government health funding for positions held by OSOT members indicates 46% of funds go towards community settings and 54% of funds to institutional settings.



COMPENSATION ACROSS PUBLIC/PRIVATE SECTORS

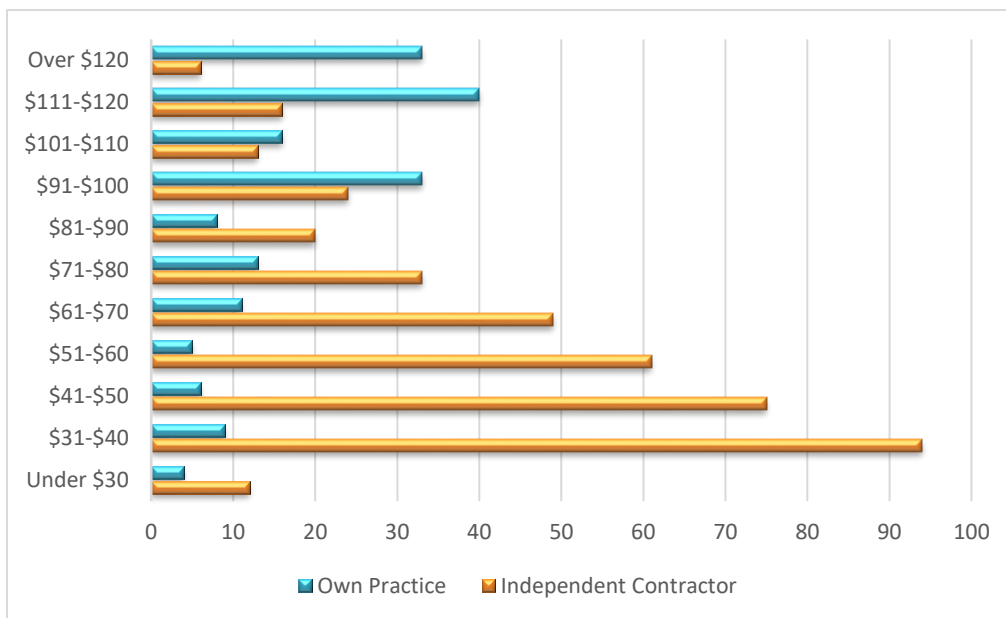
Earnings Reported as Hourly Range for Salaried Positions

This graph shows hourly range earnings reported by members working in a salaried position. This data reflects responses of all practicing members regardless of experience or practice setting.



Fees Charged for OT Services by Self-Employed OTs

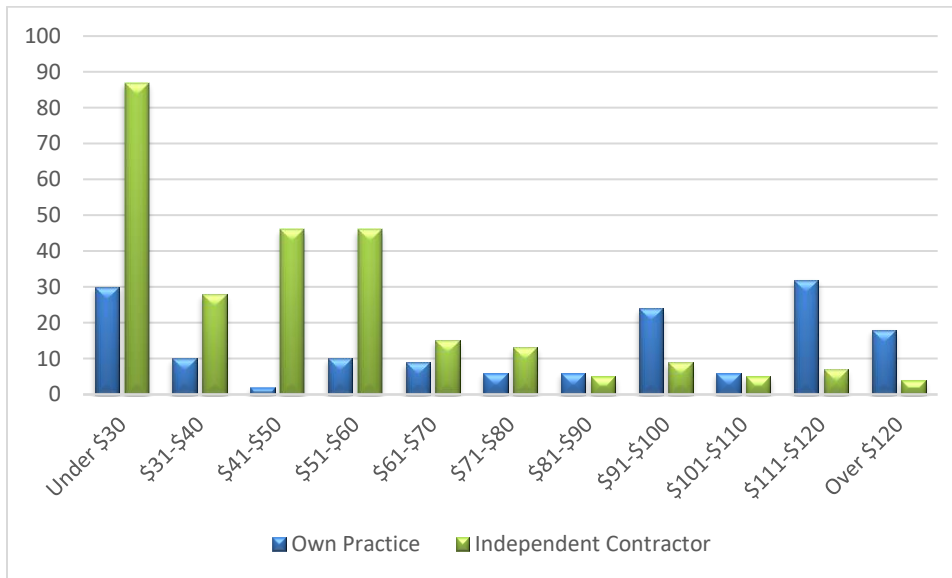
The following graph shows the hourly rates that self-employed OTs charge for their services. This data includes responses from private practice owners and independent contractors.



Travel Rates

Self-employed respondents were asked to indicate a fee for travelling to and from client visits.

This again is broken down between those who own their own practice and those who are independent contractors. Some OTs charge a specific rate for travel (which may be by the hour or per km) while others charge the same as their standard practice rate. For purposes of comparison, we asked OTs to list the rates they charge for travel based on its equivalent to an hourly rate.



Hourly Wage Reported by Members Employed in Publicly and Privately Funded Sectors

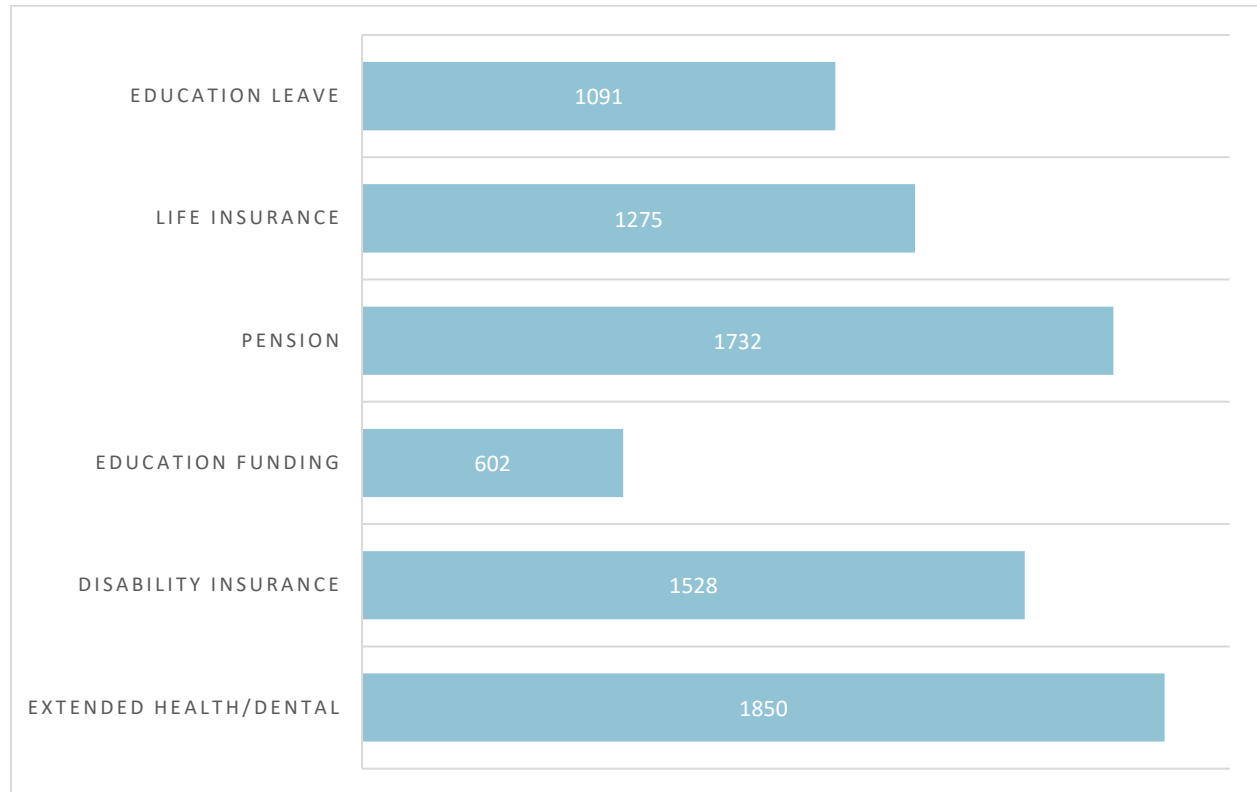
This is a broad generalized figure that represents input from members across all sectors and all experience levels. **(Gross income per year ÷ hours worked in a year)**

Wage	Public	Private	Total
\$0-\$19	6	9	11
\$20-\$25	18	12	21
\$26-\$30	53	21	133
\$31-\$35	307	90	445
\$36-\$40	525	126	758
\$41-\$50	1,133	192	633
\$51-\$60	114	83	167
\$61-\$70	47	56	90
Over \$70	58	87	128
Total	2,261	676	2,937

BENEFITS ACROSS PUBLIC/PRIVATE SECTORS

Benefits

The data survey asked members to check all of the employment benefits that applied to them in their primary employment.



Benefits Offered to Salaried/Contract Positions in Private/Public Sectors

There was a total of 2,075 salaried employees and 672 contract employees in this primary employment data set. This does not include self-employed members.

Benefit	Salaried Public	Contract Public	Salaried Private	Contract Private
Extended Health/Dental	1,447	107	249	52
Disability Insurance	1,230	73	201	35
Life Insurance	1,047	59	163	24
Pension	1,469	124	150	16
Education Funding	843	63	164	36
Education Leave	524	23	60	9
None	105	177	30	69
Total Respondents	1,762	359	313	139

Hourly Wage for Salaried/Contract Positions in Private/Public Sectors - Practice Setting, Sector, Job Title, Region and Experience

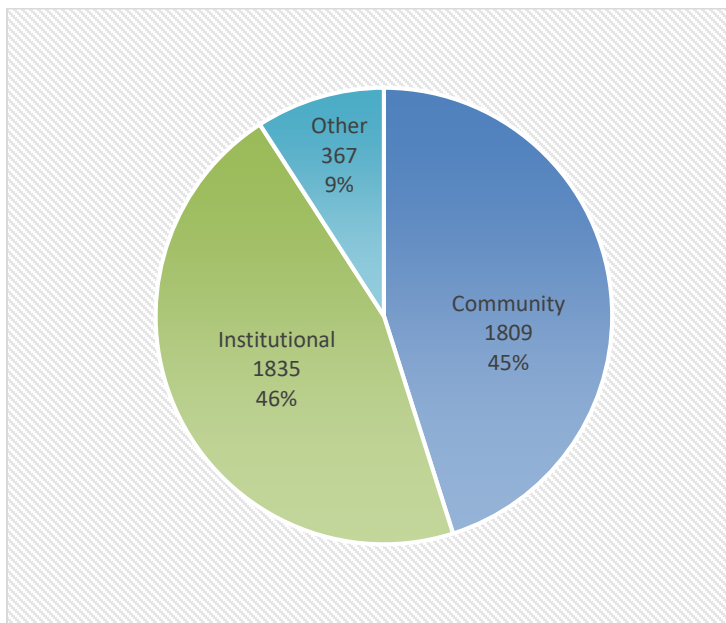
This section shows a breakdown of the hourly wage received by occupational therapists based on work setting, job title, sector in which they work, region in which they work, and number of years of experience.

Hourly Wage	Community Setting			Institutional Setting			Other Setting		
	Staff Therapist	Senior Therapist	Manager/Director	Staff Therapist	Senior Therapist	Manager/Director	Staff Therapist	Senior Therapist	Manager/Director
\$0-\$19	3	0	0	1	0	0	0	0	0
\$20-\$25	11	0	0	1	0	1	1	0	0
\$26-\$30	28	1	0	18	1	0	1	0	0
\$31-\$35	147	10	4	146	8	0	15	1	1
\$36-\$40	186	9	10	287	10	4	8	1	4
\$41-\$50	205	19	33	708	42	33	12	1	13
\$51-\$60	30	10	19	11	3	32	1	1	6
\$61-\$70	11	4	10	3	1	8	1	1	0
Over \$70	5	1	10	0	1	7	0	0	1
Total	494	54	86	1,175	66	85	39	5	25
Total by setting	634			1,326			69		

Note: Some OTs work in more than one setting.

Broader Practice Settings

This graph shows the breakdown of general practice settings in which OSOT members work. Some members work across these setting categories.



Note:

Community settings include: client’s work site, client’s home, community clinics/agencies, family health teams, group homes, school system

Institutional settings include: long term care facilities, general hospitals, continuing care facility, mental health centre, paediatric centre, rehabilitation centre, WSIB ...

COMPENSATION BASED ON SECTOR

The following graphs show earnings reflected for various employment statuses of members working in specific sectors. These include income from both primary and secondary (if applicable) sources.

Compensation in the WSIB Sector

Hourly Wage	Employed - Salaried/Contract	Self-Employed Independent Contractor	Self-Employed Own Practice	Total
\$0-\$19	1	0	1	2
\$20-\$25	2	0	0	2
\$26-\$30	6	0	0	2
\$31-\$35	12	1	1	14
\$36-\$40	37	4	1	41
\$41-\$50	68	11	0	79
\$51-\$60	11	8	2	21
\$61-\$70	4	7	7	18
Over \$70	3	6	18	27
Total	172	37	30	239

Compensation in the Auto Sector

Hourly Wage	Employed - Salaried/Contract	Self-Employed Independent Contractor	Self-Employed Own Practice	Total
\$0-\$19	2	0	3	5
\$20-\$25	5	1	0	6
\$26-\$30	10	3	1	14
\$31-\$35	54	5	1	60
\$36-\$40	59	11	1	71
\$41-\$50	85	37	2	124
\$51-\$60	35	30	3	68
\$61-\$70	10	16	11	37
Over \$70	11	26	33	70
Total	271	129	55	455

Compensation in the CCAC Sector

Hourly Wage	Self-Employed Independent Contractor	Self-Employed Own Practice	Total
\$0-\$19	3	1	4
\$20-\$25	2	1	3
\$26-\$30	5	0	5
\$31-\$35	20	0	20
\$36-\$40	21	1	22
\$41-\$50	13	0	13
\$51-\$60	10	3	13
\$61-\$70	5	2	7
Over \$70	4	7	11
Total	83	15	98

Compensation in the Hospital Sector

Hourly Wage	Employed - Salaried	Employed - Contract	Total
\$0-\$19	0	0	0
\$20-\$25	0	0	0
\$26-\$30	2	1	3
\$31-\$35	32	21	53
\$36-\$40	84	32	116
\$41-\$50	463	41	504
\$51-\$60	22	2	24
\$61-\$70	9	0	9
Over \$70	6	1	7
Total	616	98	714

MEMBERSHIP REGIONS

OSOT members are assigned to a geographic region according to their preferred mailing address.



Region 1 (Central East) – the Municipality of Toronto, the counties of Haliburton, Northumberland, Peterborough, Simcoe and Victoria; regional municipalities of Durham, Peel and York.

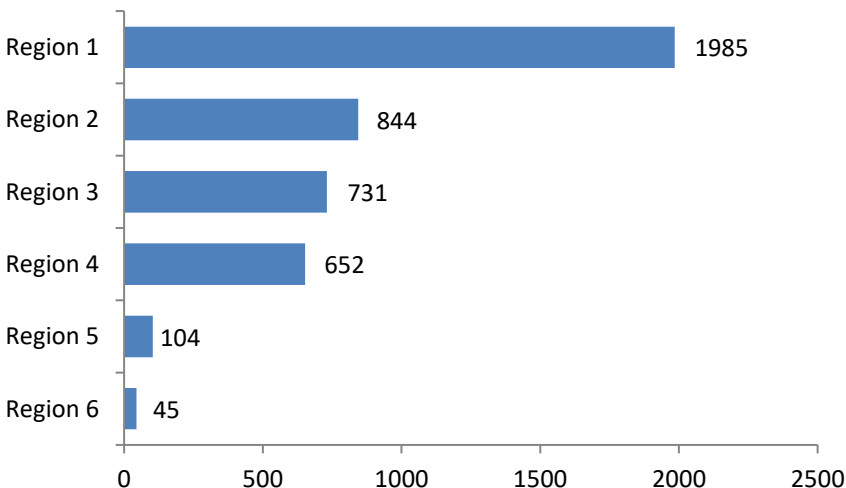
Region 2 (Central West) – the counties of Brant, Dufferin and Wellington and the regional municipalities of Haldimand-Norfolk, Halton, Hamilton-Wentworth, Niagara and Waterloo.

Region 3 (South West) – the counties of Essex, Bruce, Grey, Kent, Lambton, Elgin, Middlesex, Oxford, Huron and Perth.

Region 4 (Eastern Region) – the united counties of Prescott and Russell, Stormont, Dundas and Glengarry, Lennox and Addington, Leeds and Grenville, The Regional Municipality of Ottawa-Carlton, the counties of Hastings, Prince Edward, Frontenac, Renfrew and Lanark.

Region 5 (North Eastern Region) – the territorial districts of Sudbury, Parry Sound, Timiskaming, Nipissing, Algoma, Cochrane and Manitoulin and the District Municipality of Muskoka.

Region 6 (North West Region) – the territorial districts of Kenora, Rainy River and Thunder Bay.



COMPENSATION BY GEOGRAPHIC REGION

The following section is a breakdown of earnings across all practice sectors within each geographic region.

Hourly Wage	Region						Total
	1	2	3	4	5	6	
\$0-\$19	8	0	3	0	0	0	11
\$20-\$25	17	5	2	6	1	0	31
\$26-\$30	31	18	16	7	1	0	73
\$31-\$35	152	86	70	39	11	10	368
\$36-\$40	274	131	104	49	32	4	594
\$41-\$50	610	292	168	121	45	20	1,256
\$51-\$60	106	32	15	19	4	2	178
\$61-\$70	47	22	8	11	1	0	89
Over \$70	67	20	17	8	3	1	116
Total	1,312	606	403	260	98	37	2,716

Note: Geographic region is represented by the number at the top of each column. Please refer to the map on the previous page for detailed information regarding geographic boundaries.

COMPENSATION BASED ON PRACTICE EXPERIENCE

Hourly Wage	Practice Experience							Total
	New Grad	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	>20 years	
\$0-\$19	0	1	2	0	2	2	5	12
\$20-\$25	5	6	3	3	3	2	7	29
\$26-\$30	9	17	17	12	4	9	4	72
\$31-\$35	23	101	87	62	26	29	34	362
\$36-\$40	4	44	149	143	84	95	83	602
\$41-\$50	4	9	55	253	289	295	320	1,225
\$51-\$60	0	3	5	26	49	44	49	176
\$61-\$70	0	2	3	9	18	20	37	89
Over \$70	0	1	3	13	13	36	50	116
Total	45	184	324	521	488	532	589	2,683

COMPENSATION FOR EMPLOYED OTs BY YEARS OF EXPERIENCE IN THE PRIVATE SECTOR

Hourly Wage	Years of Experience							Total
	New Grad	1-2	3-5	6-10	11-15	16-20	20+	
\$0-\$19	1	1	0	0	1	2	7	12
\$20-\$25	0	0	0	1	0	1	3	5
\$26-\$30	2	0	0	0	2	2	0	6
\$31-\$35	3	6	6	3	1	4	4	27
\$36-\$40	0	6	6	8	4	9	8	41
\$41-\$50	4	1	6	12	8	7	10	48
\$51-\$60	0	1	2	4	10	8	15	40
\$61-\$70	0	2	1	5	7	10	14	39
Over \$70	0	1	2	11	7	21	7	49
Total	10	18	23	44	40	64	68	267

COMPENSATION FOR EMPLOYED OTs BY YEARS OF EXPERIENCE IN THE PUBLIC SECTOR

Hourly Wage	Years of Experience							Total
	New Grad	1-2	3-5	6-10	11-15	16-20	20+	
\$0-\$19	1	0	2	0	1	0	1	5
\$20-\$25	4	5	3	2	2	0	3	19
\$26-\$30	10	16	17	11	2	7	4	67
\$31-\$35	29	92	79	60	26	25	31	342
\$36-\$40	7	37	139	131	78	85	74	551
\$41-\$50	2	8	48	237	274	281	318	1,168
\$51-\$60	0	2	3	22	37	37	34	135
\$61-\$70	0	0	2	3	10	10	23	48
Over \$70	1	0	1	1	6	14	19	42
Total	54	160	294	467	436	459	507	2,377

COMPENSATION FOR EMPLOYED NEW GRADUATES IN THE PRIVATE SECTOR BY REGION

* Note that “New Graduate” is identified as an OT with less than 1 full year experience.

Hourly Wage	Region						Total
	1	2	3	4	5	6	
\$0-\$19	1	0	0	0	0	0	1
\$20-\$25	0	0	0	0	0	0	0
\$26-\$30	2	0	0	0	0	0	2
\$31-\$35	0	1	0	2	0	0	3
\$36-\$40	0	0	0	0	0	0	0
\$41-\$50	0	2	0	2	0	0	4
\$51-\$60	0	0	0	0	0	0	0
\$61-\$70	0	0	0	0	0	0	0
Over \$70	0	0	0	0	0	0	0
Total	3	3	0	4	0	0	10

COMPENSATION FOR EMPLOYED NEW GRADUATES IN THE PUBLIC SECTOR BY REGION

* Note that “New Graduate” is identified as an OT with less than 1 full year experience.

Hourly Wage	Region						Total
	1	2	3	4	5	6	
\$0-\$19	1	0	0	0	0	0	1
\$20-\$25	1	0	0	4	1	0	6
\$26-\$30	6	2	1	0	0	0	9
\$31-\$35	13	8	4	10	4	0	39
\$36-\$40	3	0	2	2	0	0	7
\$41-\$50	2	0	0	0	0	0	2
\$51-\$60	0	0	0	0	0	0	0
\$61-\$70	0	0	0	0	0	0	0
Over \$70	1	0	0	0	0	0	1
Total	27	10	7	16	5	0	65