



**2022-2023**

# **OSOT Membership Profile Report**



Ontario Society of  
Occupational Therapists

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# Introduction

The Ontario Society of Occupational Therapists' (OSOT) **2022-23 Membership Profile Survey** reflects a compilation of membership information gathered during the Society's online membership application/renewal process. Diverse data are collected to inform the Society regarding occupational therapist (OT) demographic and practice patterns to monitor trends and practice issues and to identify the audiences for OSOT's wide range of services and benefits.

It should be noted that this report presents a "snapshot" of the OSOT membership at a point in time and is based upon the voluntary submission of data by members. While this information is shared for members' information and use, sharing or referencing of this information should include communication about the voluntary nature of data collection and the potential limitations this presents for accuracy.

Some factors that affect the accuracy of the data collected are as follows:

- Completion of every data field is not required for membership application, although it is strongly encouraged. Readers should be aware that this data is reflective of what members completed or updated on the 2022-23 membership forms. Readers will note that not all sections reflect the same number of respondents.
- The Society makes effort to assure data collection measures allow for reasonable comparisons of employee and private practitioner compensation. Private practitioners are requested to reflect a "net" hourly rate (compensation after business expenses are subtracted from "gross" income); however, this is not always reported accurately.
- As members can make multiple selections in response to a question, percentage breakdowns will at times exceed 100% of the number of individual respondents.

*For the above reasons and because data is only as accurate as members report, this summary should be utilized to provide guidance and generalized benchmarking related to practice and compensation patterns but cannot be validated.*

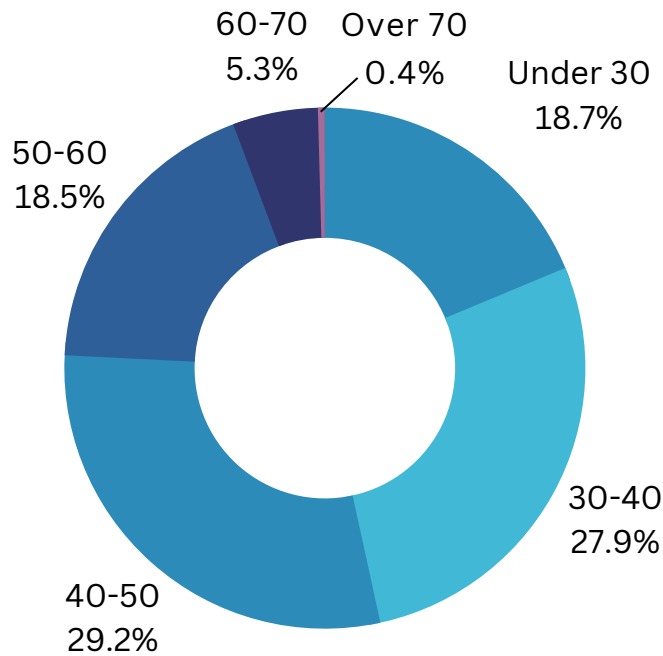
# Key Findings

- In February 2023, OSOT membership totalled 4,618 across 7 membership categories including 417 Student Members and 317 New Graduate Members.
- 91.7% of respondents identified as female, 8% identified as male and 0.3% identified as either genderfluid, gender non-conforming, non-binary, and/or queer.
- Primary employment: 79% of respondents are employees (salaried, fixed length contracts and hourly paid positions), 19% are self-employed (practice owners or independent contractors), and 2% listed "Other".
- 14% of respondents identified secondary employment.
- 34% of practising member respondents have over 20 years of experience in the profession.
- 75% of respondents who are salaried employees reported an earnings range equivalent of between \$36-\$50 per hour.
- 57% of independent contractors reported charging \$41-\$80 per hour (61% of practice owners reported an hourly rate between \$91-\$140 per hour).
- Responses identify that OTs work with clients across the lifespan. A summary of primary employment key findings (members work across age groups) includes:
  - Adult (18-65) – 2,728
  - Seniors (65+) – 2,348
  - Paediatric/Youth (Under 18) – 2,838
- The highest individual sectors worked in, as reported by respondents (members work in multiple sectors) include:
  - Mental Health – 58%
  - Neuro Rehab – 54%
  - Orthopedics – 39%
- Primary employment settings: 69% identified working in the community, 28% in the institutional sector, and 3% other.

# Demographics

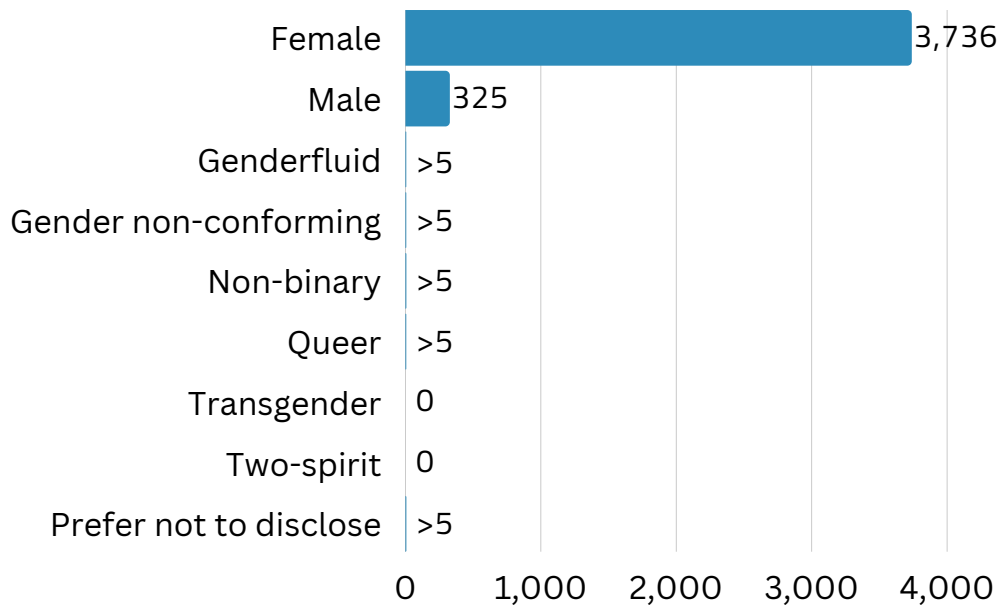
## Member Age

Data presented is for practising members only.

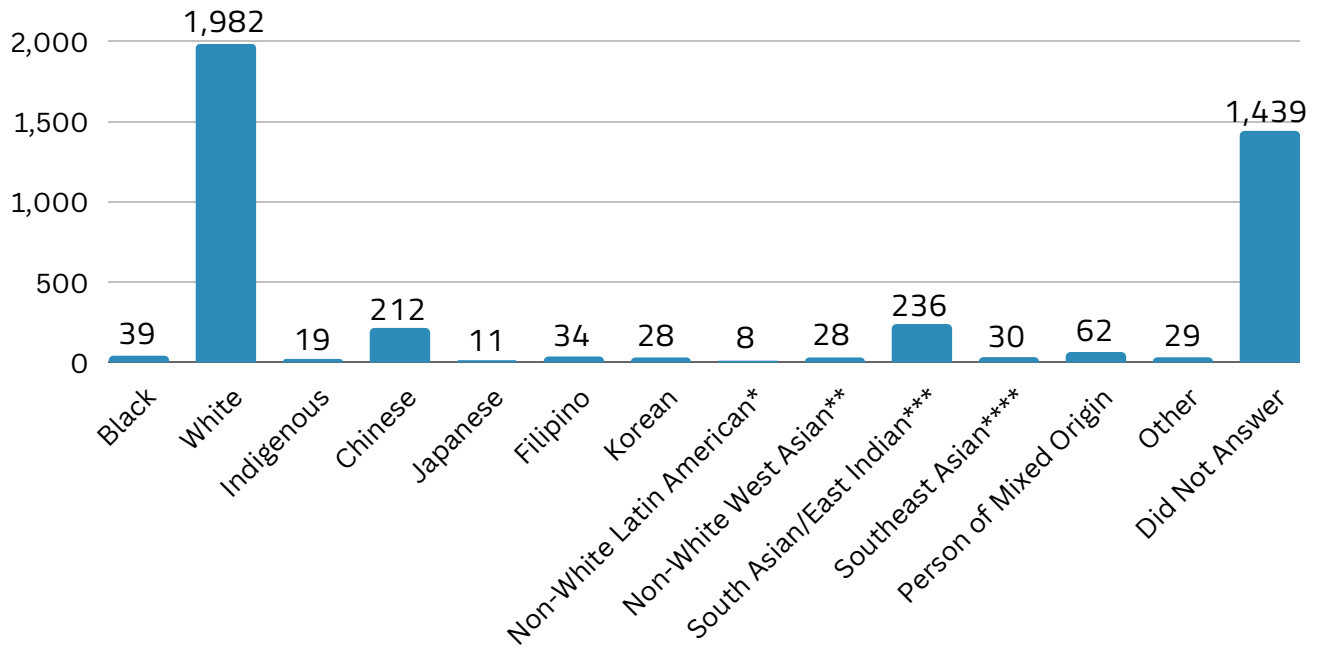


## Gender Identity

Data presented is for practising members only.



## Race



\*Non-White Latin American (including Indigenous persons from Central and South America, etc.)

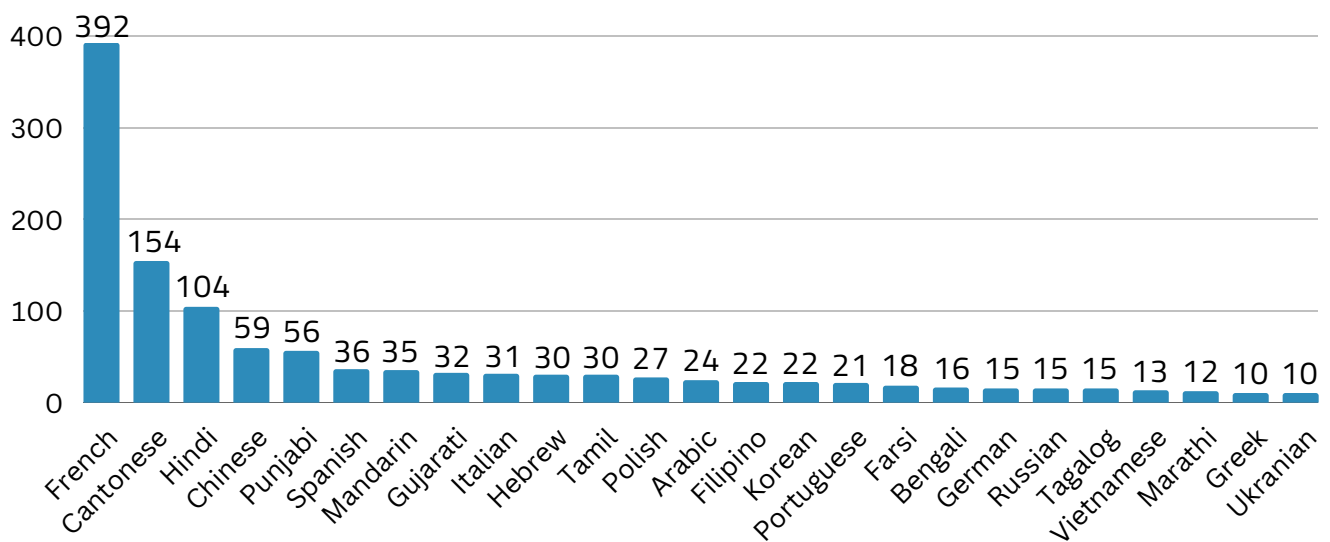
\*\*Non-White West Asian (including Egyptian; Libyan; Lebanese; Iranian; etc.)

\*\*\*South Asian/East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)

\*\*\*\*Southeast Asian (including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)

## Languages Spoken

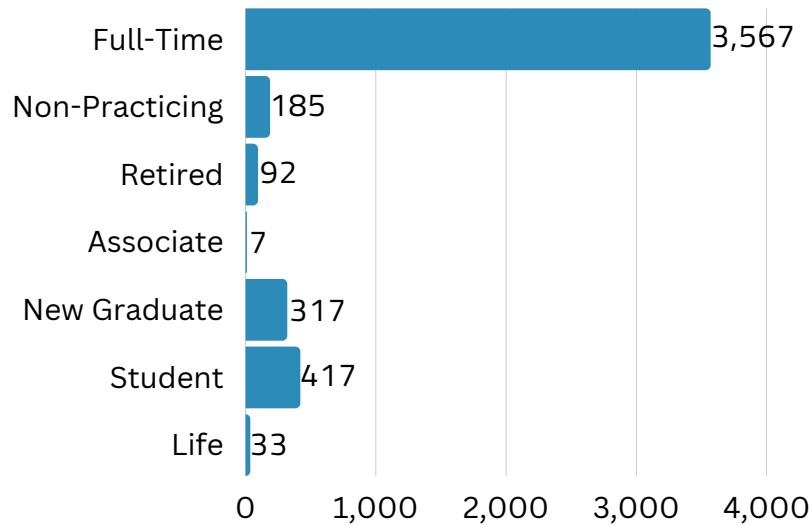
Data reflected when at least 10 respondents have indicated speaking a language other than English. Note: members were asked to identify languages spoken, not necessarily languages in which they are able to work.



# Membership

## Categories

As of February 2023, OSOT membership totalled 4,618 across 7 membership categories.



## Regions

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

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

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

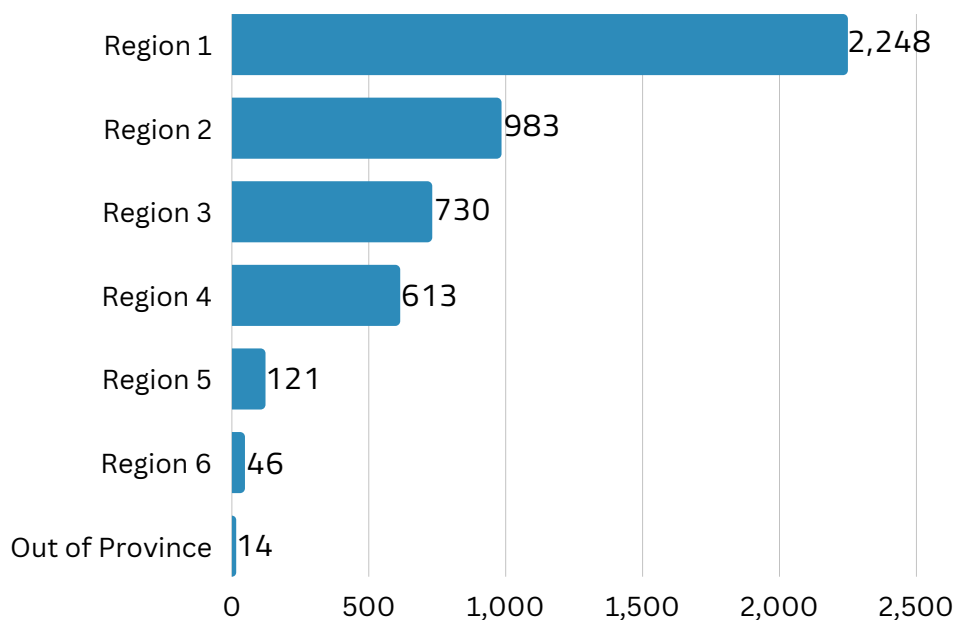
**Region 4 (Eastern Region)** – composed of the united counties of Prescott and Russell, Stormont, Dundas and Glengarry, Lennox and Addington, Leeds and Grenville, The Municipality of Ottawa, the counties of Hastings, Prince Edward, Frontenac, Renfrew and Lanark.

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

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

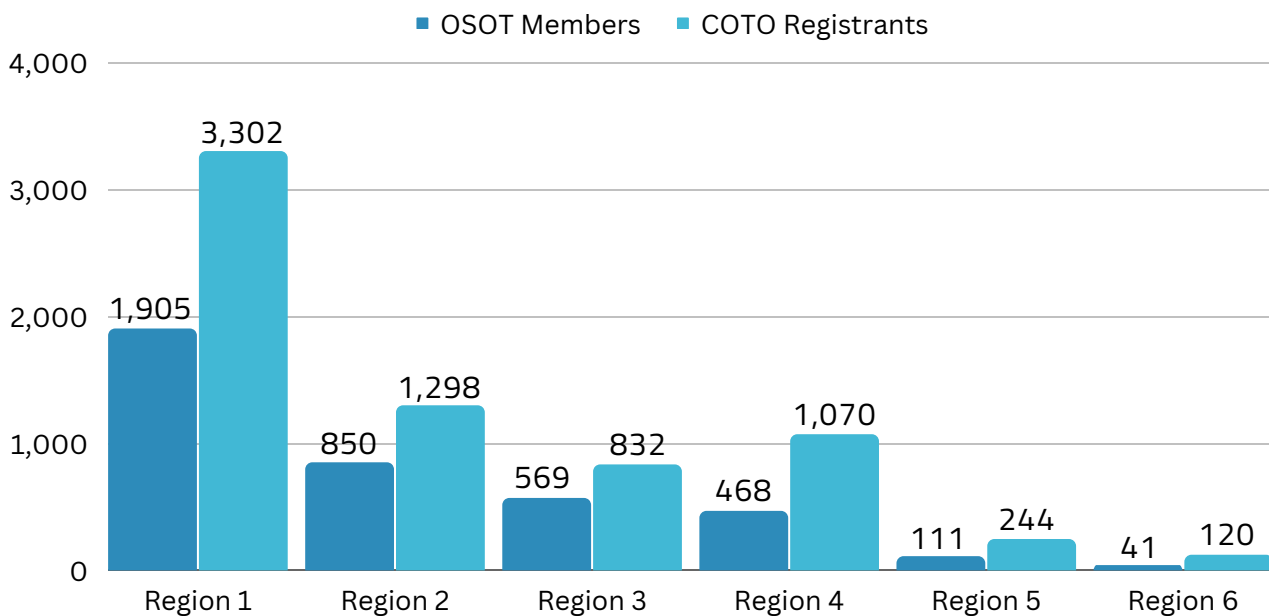


# Membership (All Categories) by Geographic Region



## OSOT Practising Members Compared to COTO Registrants

Note: College of Occupational Therapists of Ontario data is from February 2023.

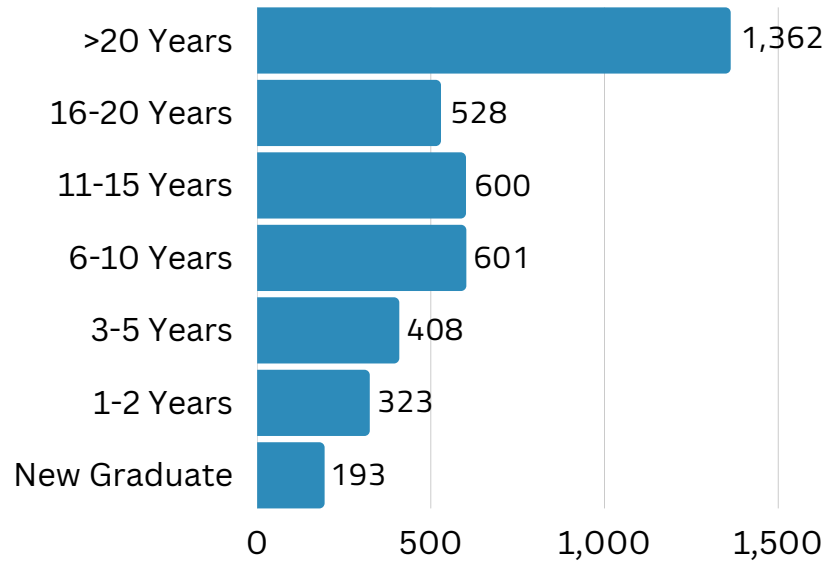




# Employment

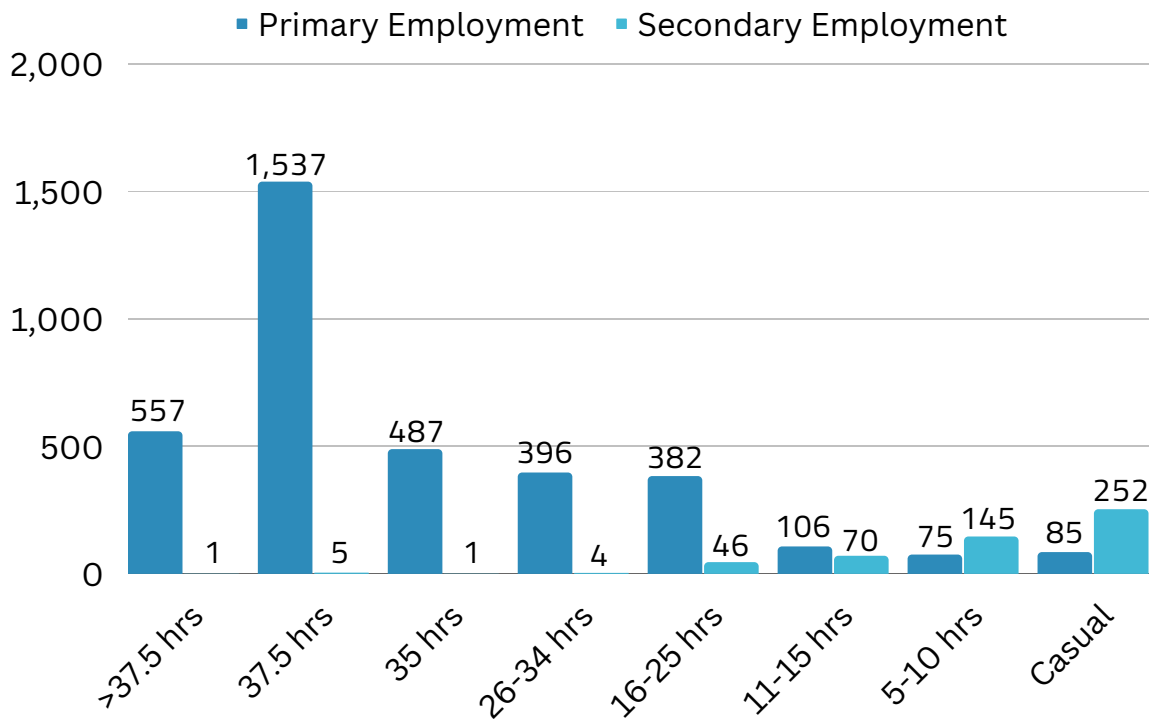
## Practice Experience

Years of practice as an occupational therapist.



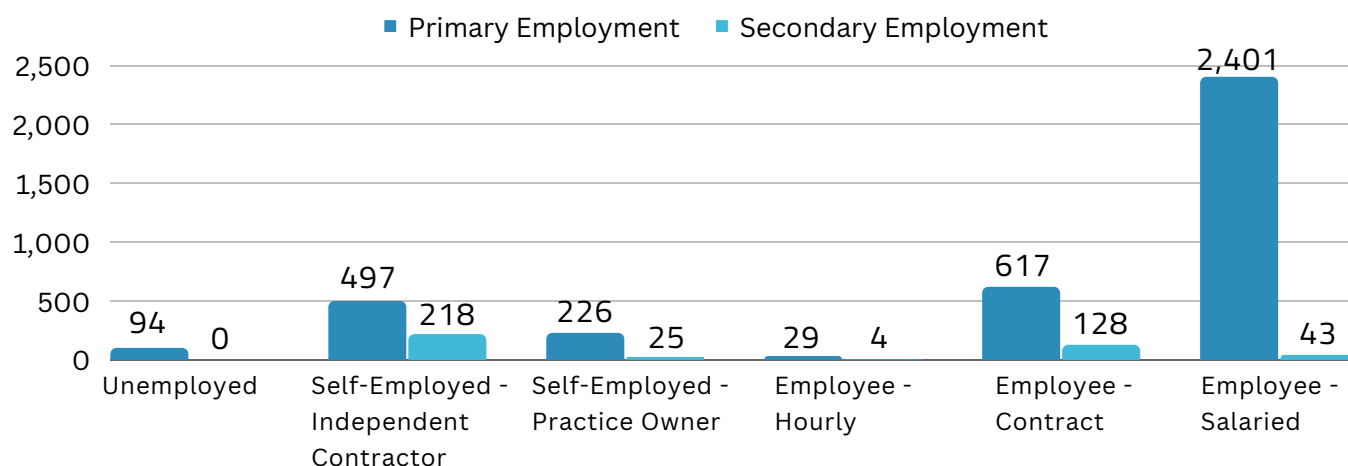
## Hours of Paid Work Per Week

Data from primary and secondary employment positions.



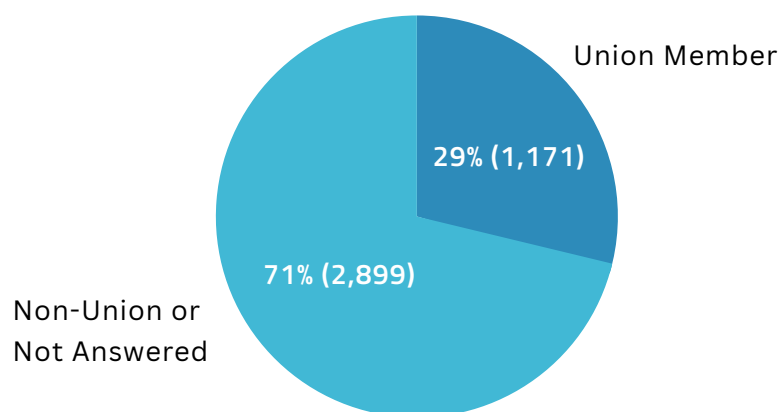
## Employment Status

The information represents responses from members currently practicing occupational therapy indicating what best describes their employment status. This graph shows data from primary and secondary employment positions (12% of respondents identified a secondary employment). Some members indicated employment in more than one category.



## Union Membership

Members were asked to report if they were in a union as part of their primary employment.



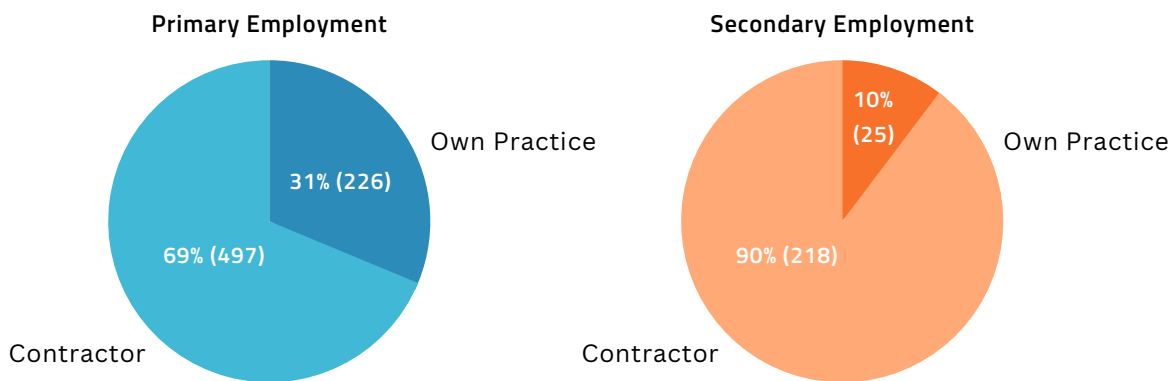
### Most Commonly Listed Unions:

1. Ontario Public Service Employees Union (OPSEU)
2. Canadian Union of Public Employees (CUPE)
3. Ontario Nurses Association (ONA)
4. Faculty and Education Associations

**Note:** not all unions identified are listed.

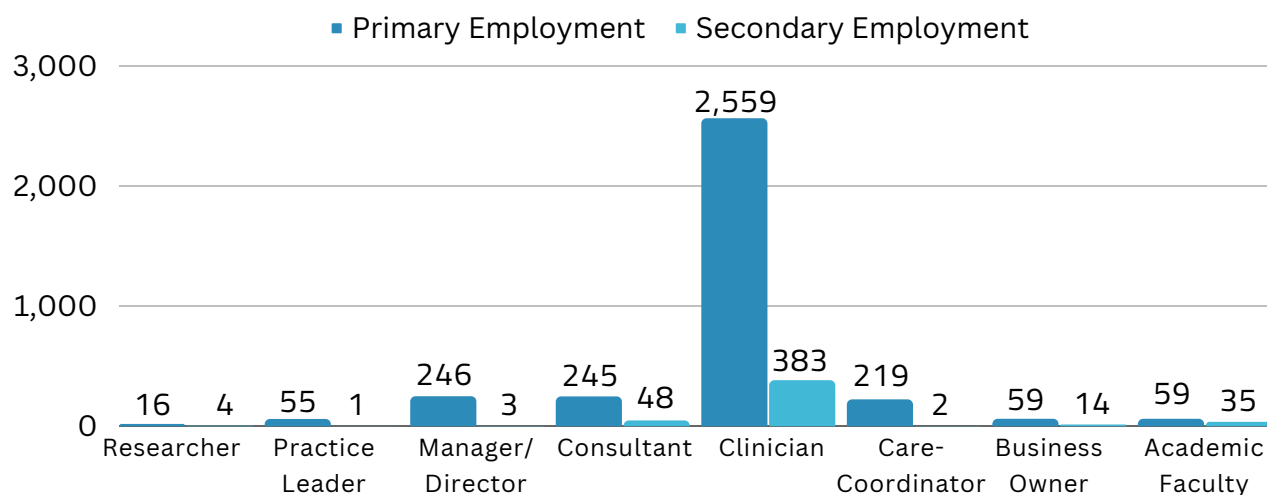
## Self-Employed Positions

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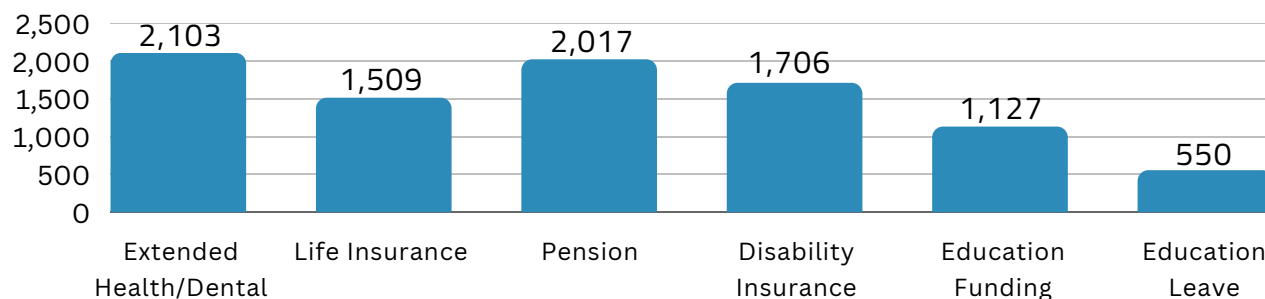
## Role Descriptor

Members were asked to report the best role descriptor for their position(s).



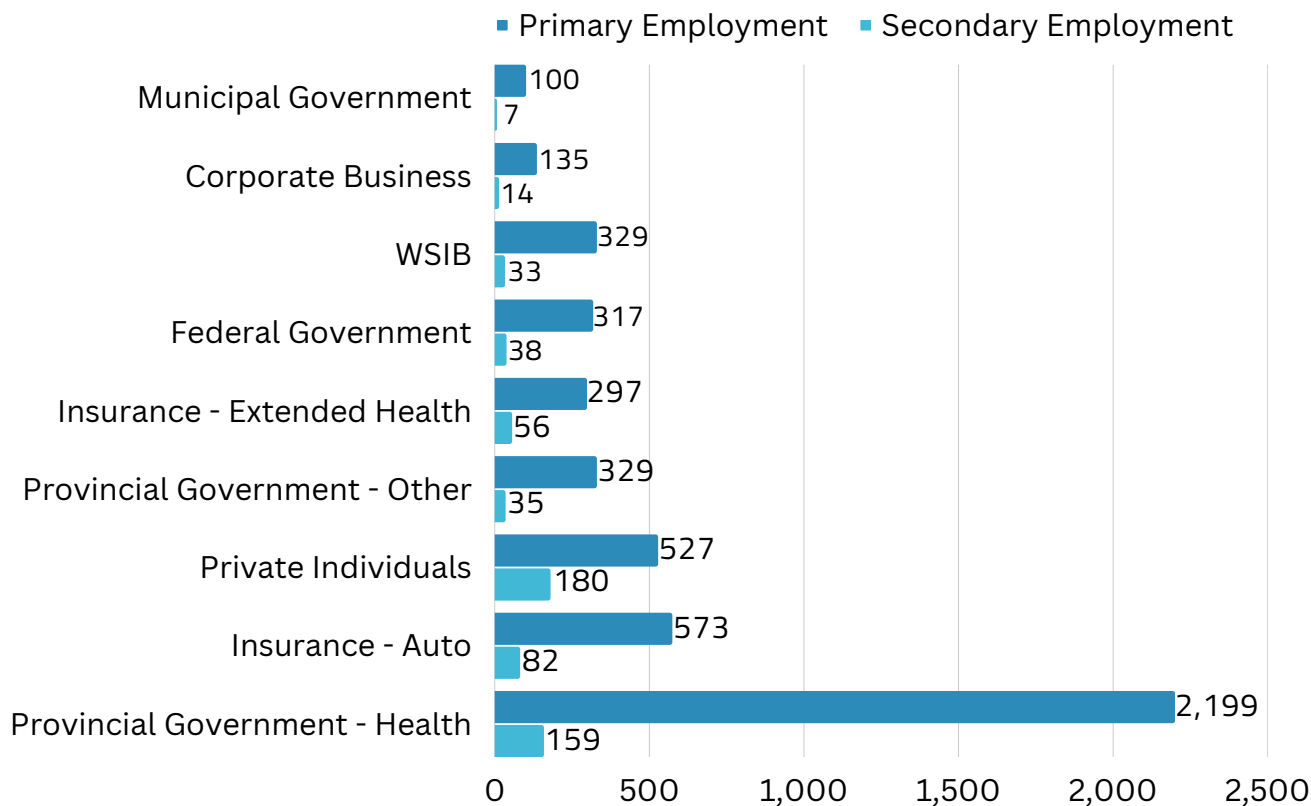
## Employment Benefits

Members checked benefits that applied to them in relation to their primary employment.



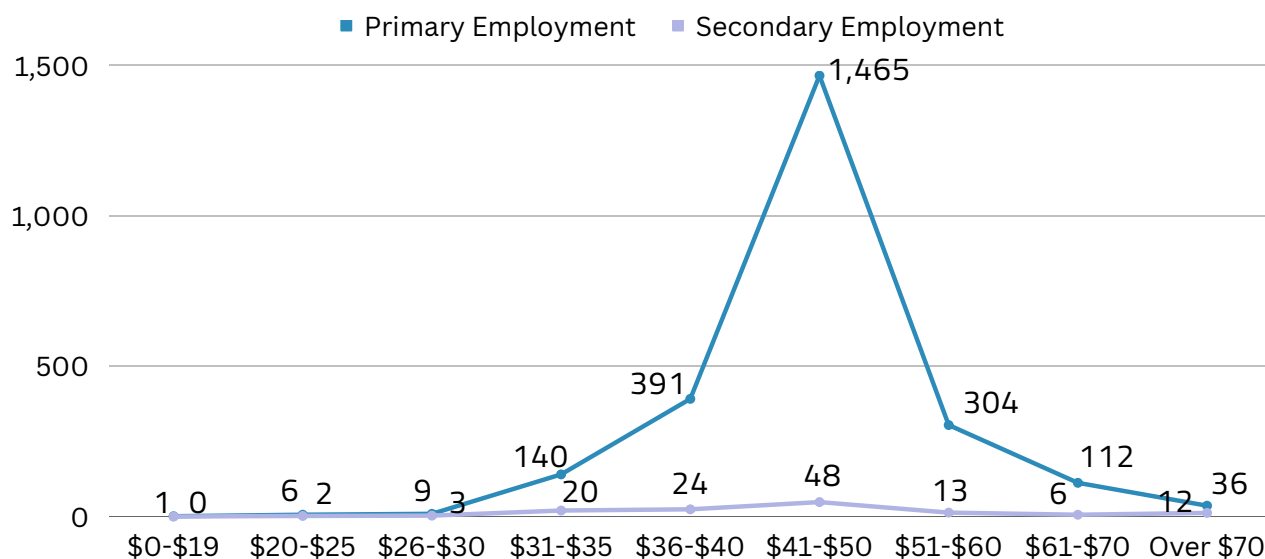
## Source of Funding for Position

Members were asked to check all applicable categories of public funding which includes federal, provincial and municipal government sources. Private funding includes corporate businesses, private individuals, insurance (both auto and extended health/disability) as well as the Workplace Safety and Insurance Board (WSIB).



## Earnings Per Hour For Employees

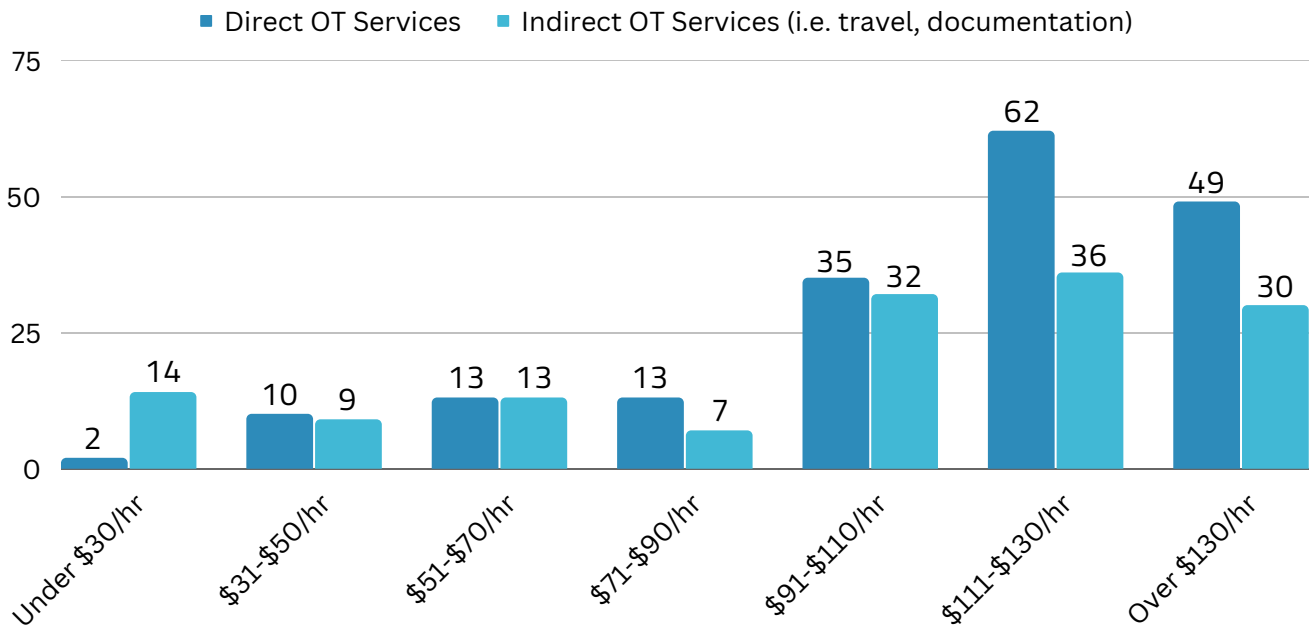
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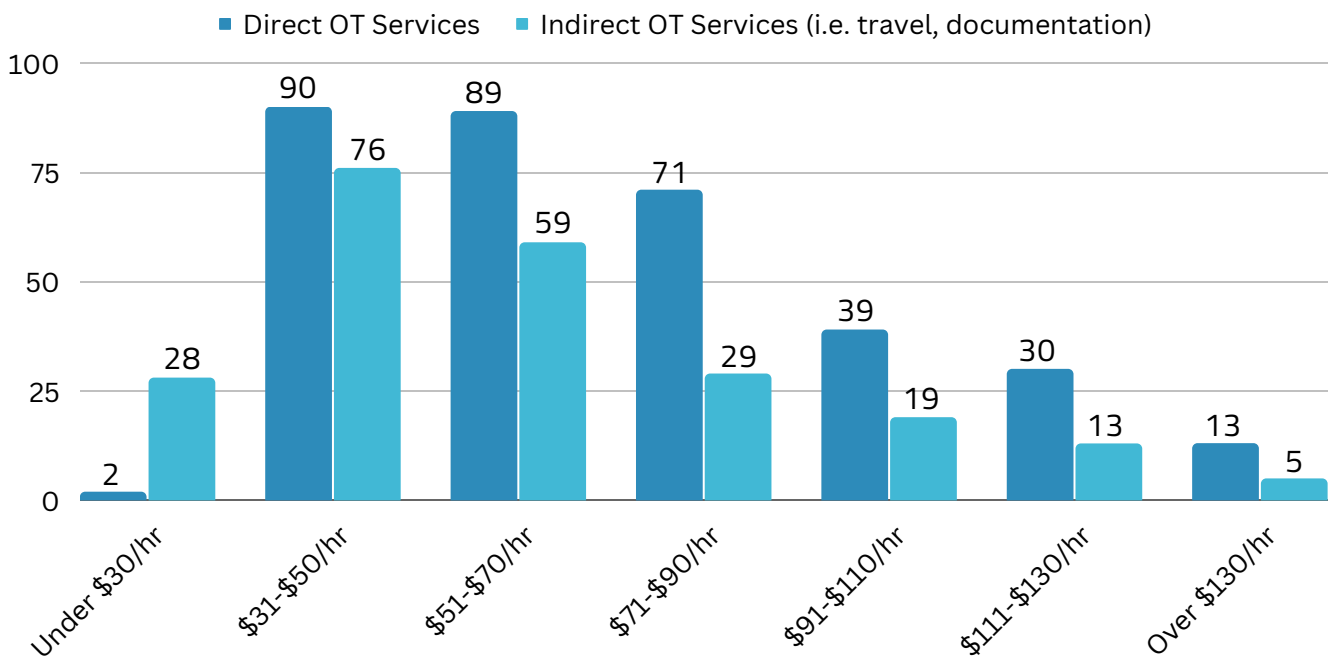
# Self-Employed OT Fees (Practice Owners and Independent Contractors)

The following graphs shows a range of rates that self-employed OTs (Practice Owners and Independent Contractors) charge for both direct and indirect OT services.

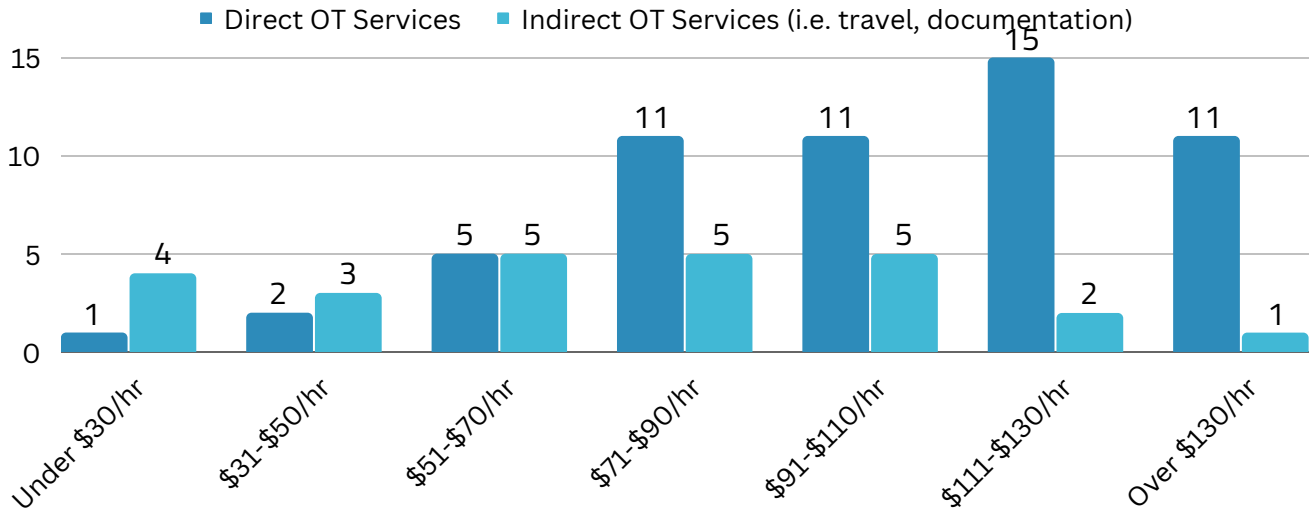
## Practice Owners (Primary Employment)



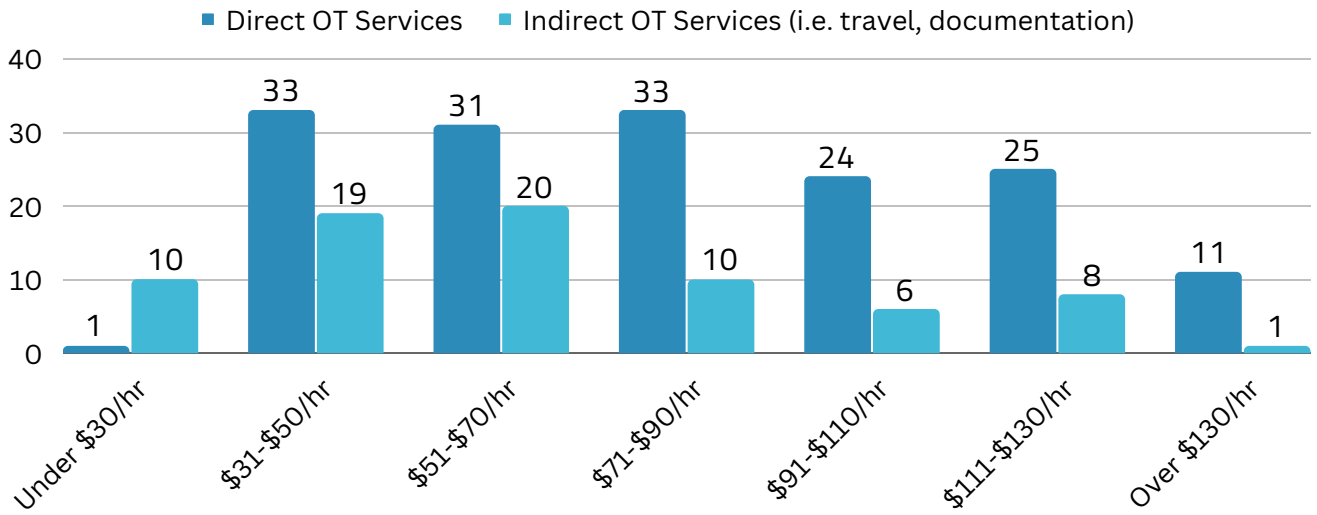
## Practice Owners (Secondary Employment)



### Independent Contractors (Primary Employment)



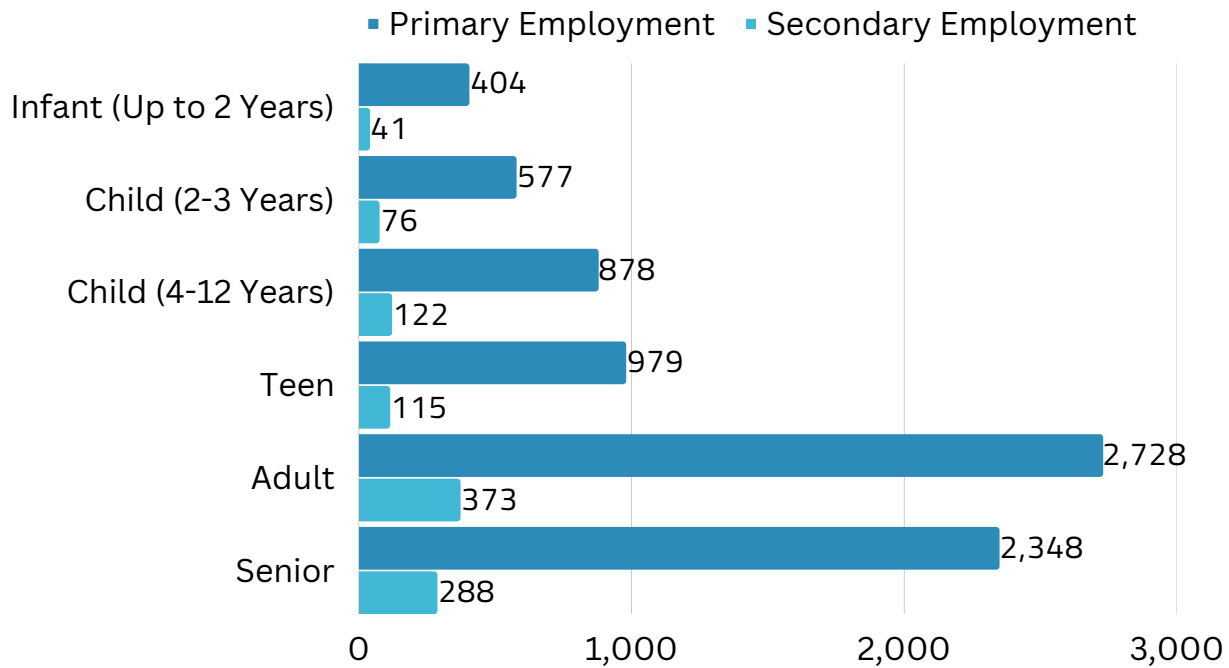
### Independent Contractors (Secondary Employment)



# Practice Information

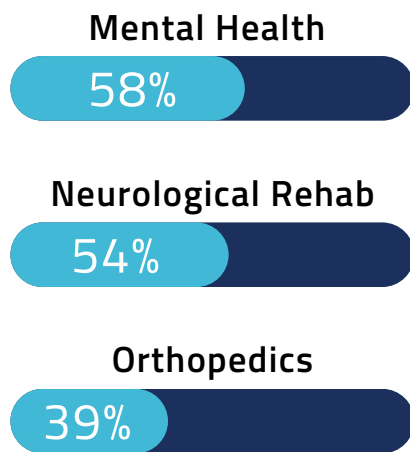
## Client Populations

Members were asked to identify all client populations served by their practice.



## Area of Practice | Broad Practice Areas

An overview of the area of practice that OSOT members report as their primary practice focus with cross-over between groups. The three largest groups are identified.



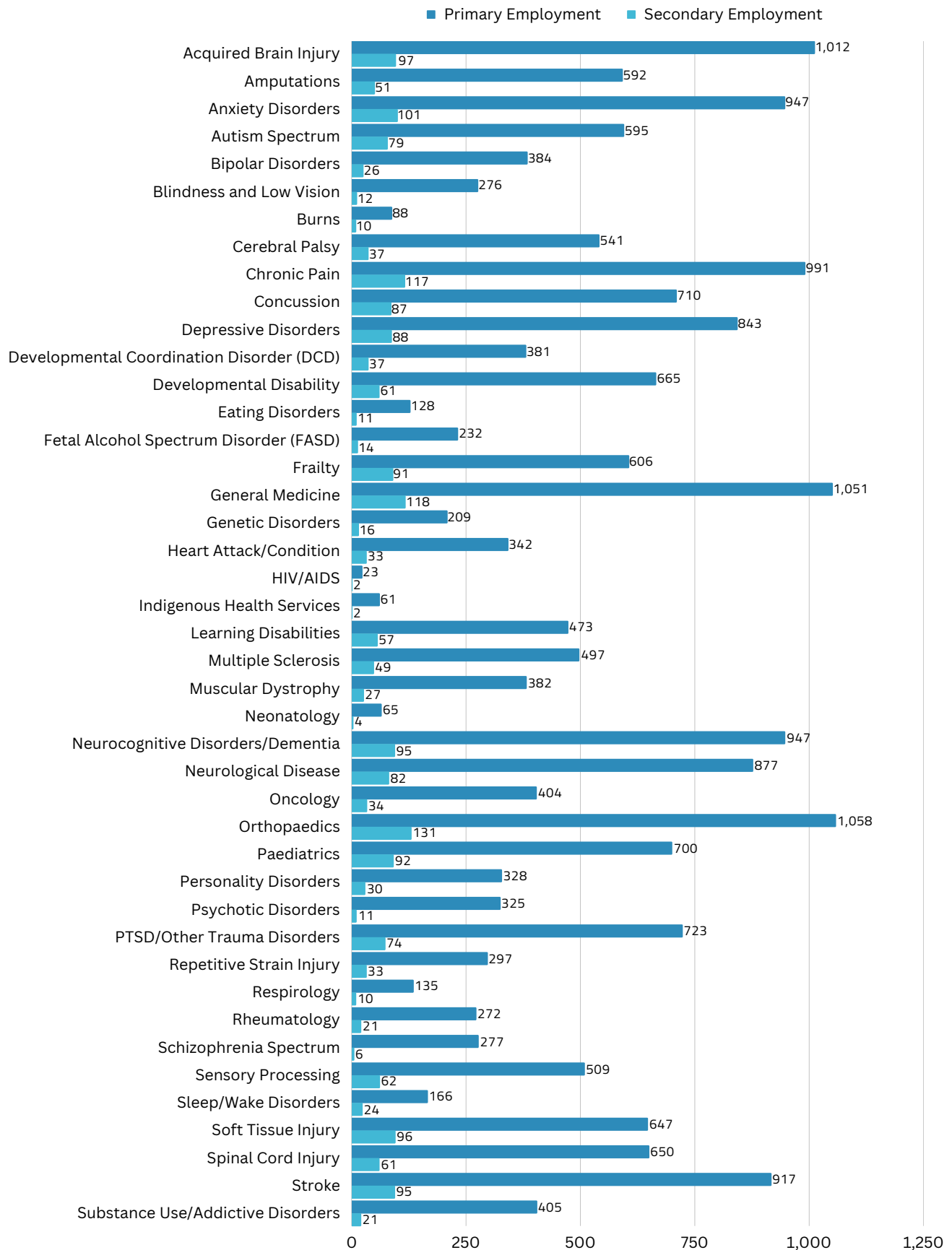
**Mental Health contains:** addiction issues, anxiety disorders, dementia, eating disorders, mood disorders, post-traumatic stress, psychoses/schizophrenia, severe persistent mental disorders.

**Neurological Rehabilitation contains:** acquired brain injury, spinal cord injury, neurological disease/disorder, muscular dystrophy, multiple sclerosis, stroke.

**Orthopedics contains:** soft tissues injury, repetitive strain injury, and orthopedics.

# Area of Practice

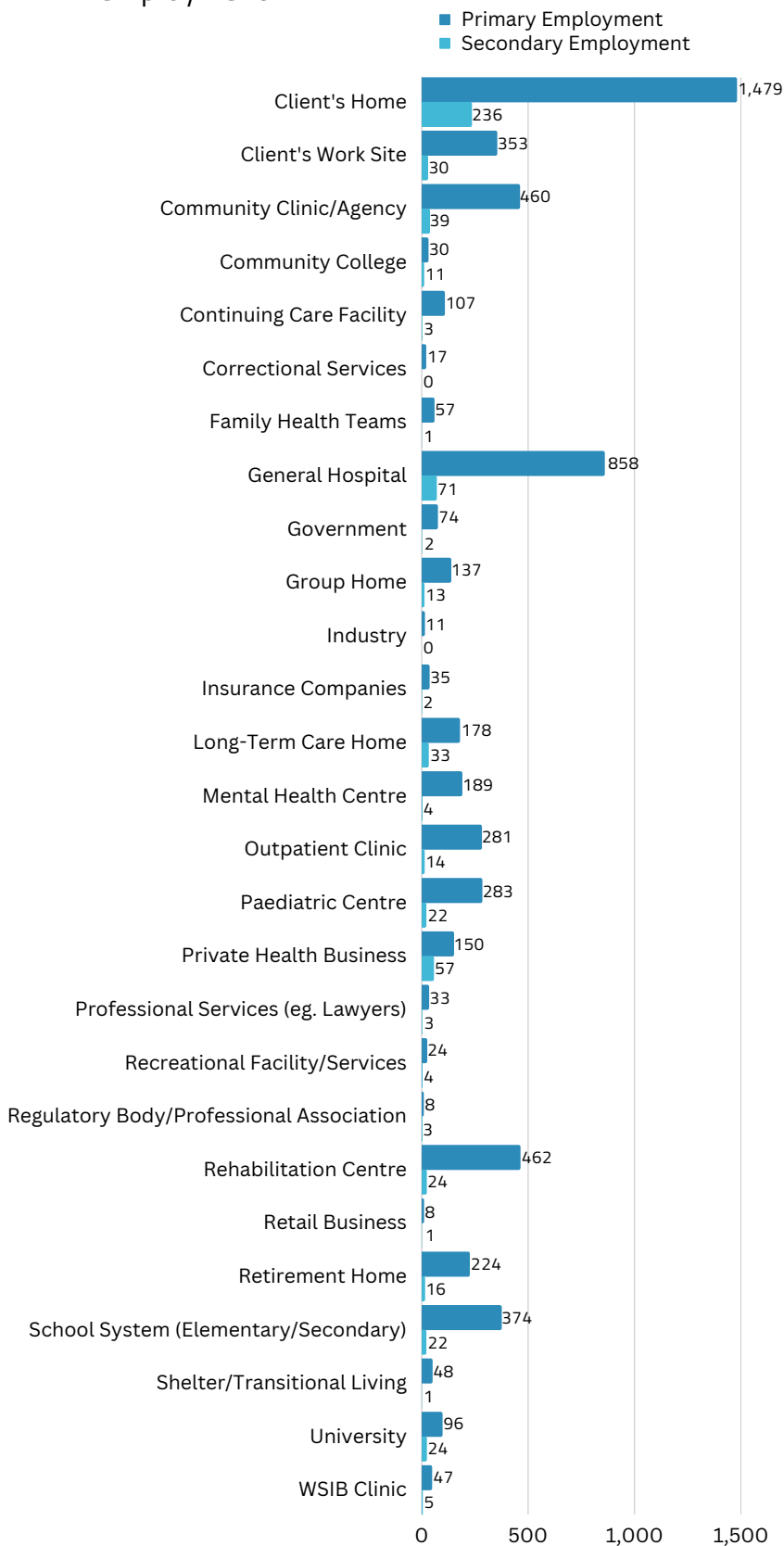
Members were asked to select all the areas that best describe their practice focus.





# Practice Settings

Members were asked to select the categories that apply to their primary and secondary employment.

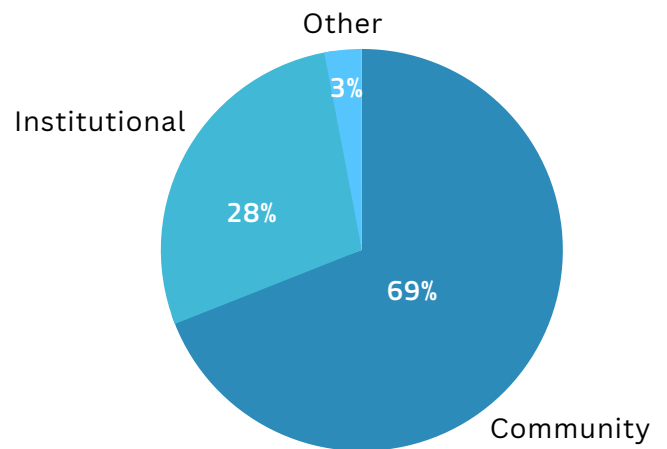


## Broader Practice Settings:

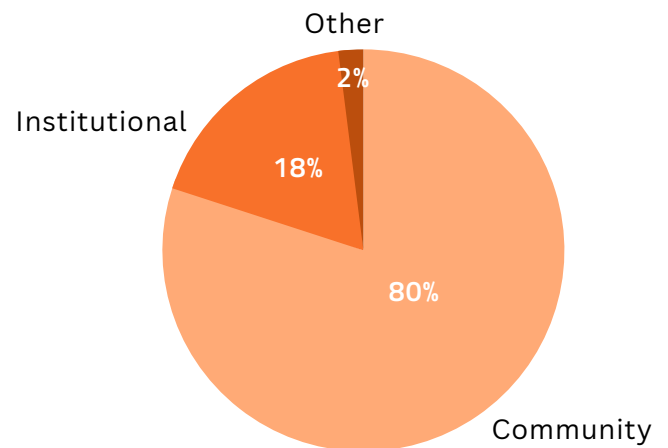
**Community settings include:** client's work site, client's home, community clinics/agencies, group homes, long-term care facilities, school system, family health teams.

**Institutional settings include:** general hospitals, continuing care facility, mental health centre, paediatric centre, rehabilitation centre, WSIB clinics.

## Primary Employment

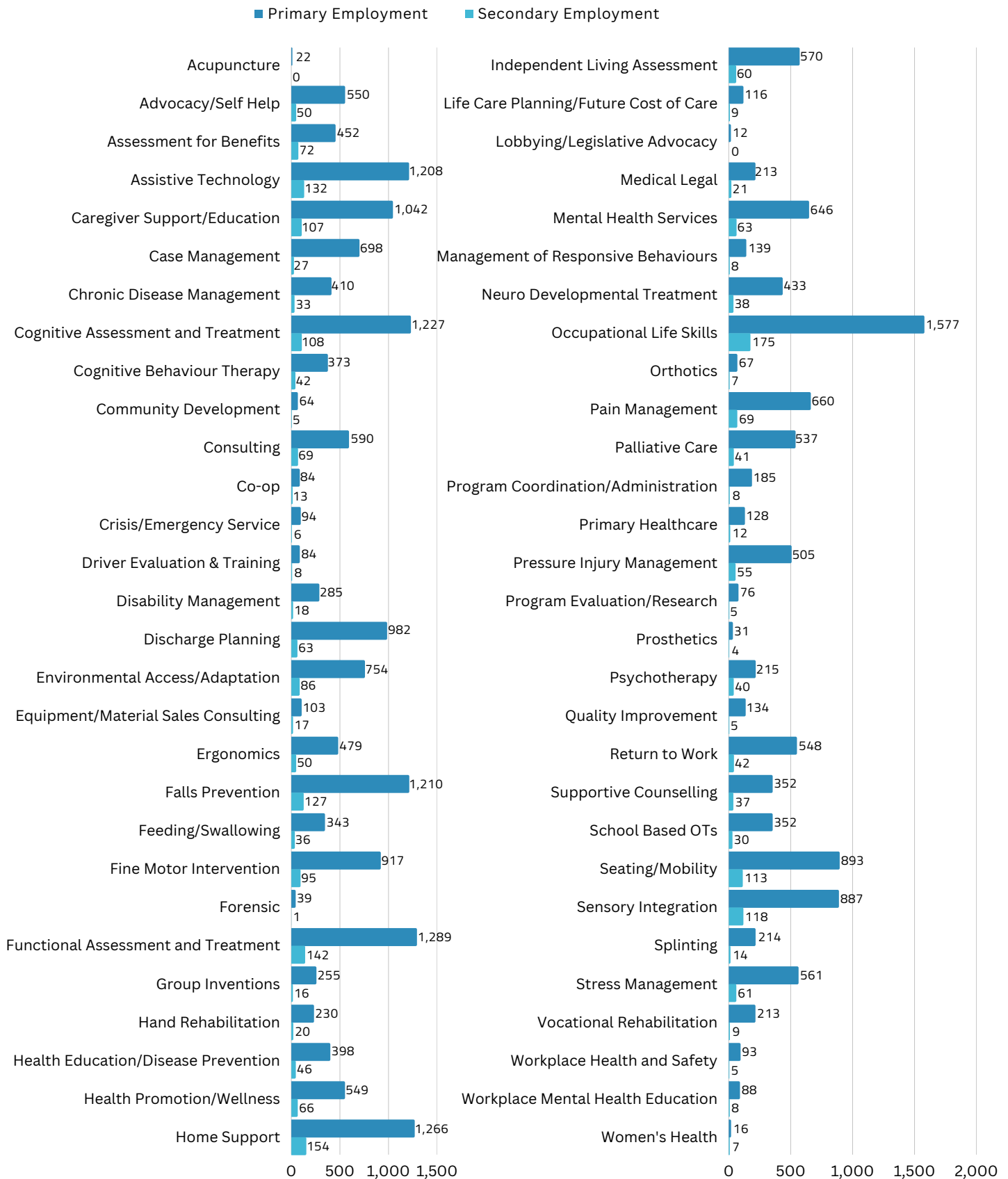


## Secondary Employment



# Services Provided

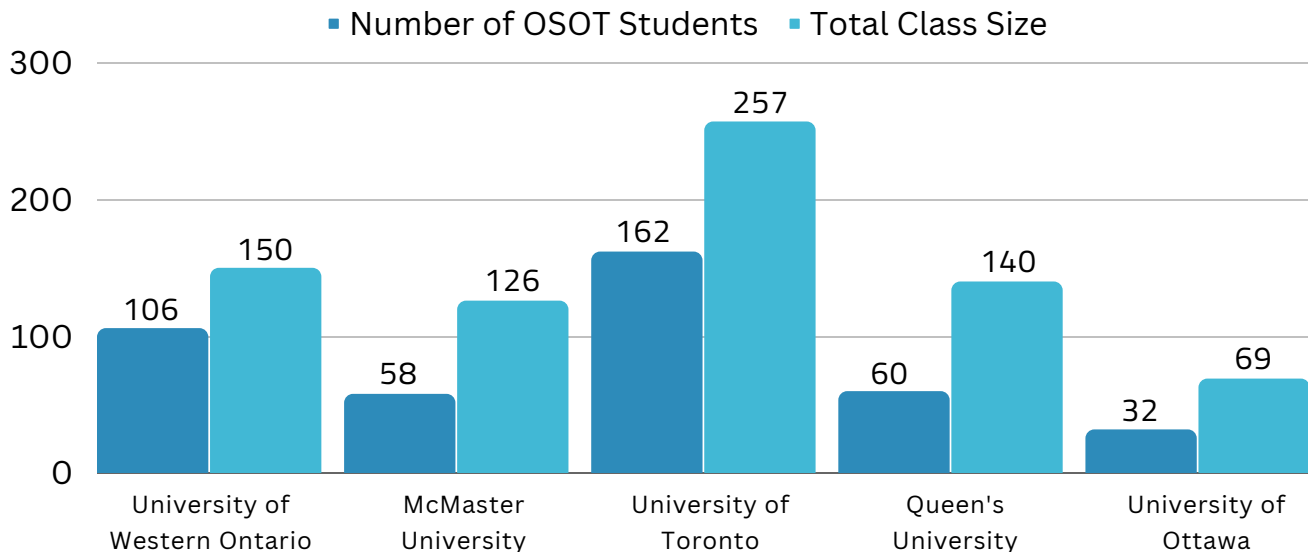
Members were asked to select all the types of services that apply to their practice.



# Education

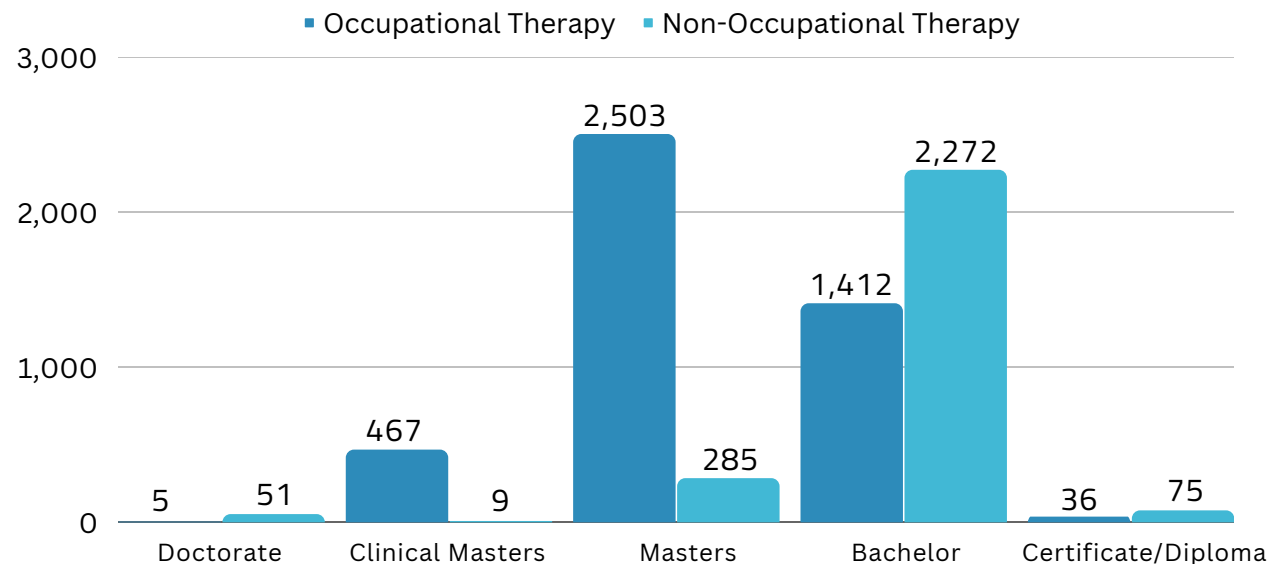
## University Enrolment by Student Members

As of February 2023, OSOT had 418 student members out of 726 attending Ontario universities studying occupational therapy.



## Members' Education

All OSOT members were asked to identify the highest level of academic qualification attained in both occupational therapy and non-occupational therapy.





## Contact Us



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