



# Therapeutic Recreation Ontario

## 2018 Salary Survey Report

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## 2018 Therapeutic Recreation Ontario Salary Survey

### Executive Summary

In response to our members who were requesting salary data, the Therapeutic Recreation Ontario (TRO) Board of Directors prioritized a salary survey in July 2017. A terms of reference for a Salary Survey Working Group was developed and a call for volunteers was distributed to the membership. Six TRO members responded. Our goals for the survey were to develop an accurate picture of compensation of Therapeutic Recreation (TR) professionals working in a variety of settings across the province, and to provide a resource to members so they could better advocate for themselves and for their profession with their employer or union.

The Working Group got underway in September 2017. They developed and launched a survey to TRO members in February 2018, TR Awareness Month. The intent of the Salary Survey Working Group was to create and disseminate a document based upon the survey results. A preliminary report was released at the 2018 annual general meeting and conference. The survey was made available one more time at the conference to new respondents in order to generate a greater participation rate.

The following pages in this document highlight the information from the 2018 Therapeutic Recreation Ontario Salary Survey and may be used freely by all members. Data from the 181 anonymous respondents, representing 10% of our professional members, was collected and analyzed. In addition to salary data, extensive demographics and job information was gathered.

Interestingly, it was revealed that only the following variables (of those collected) made a significant difference to TR salary: geographic location, work setting, job role, and years of experience. The survey results clearly illustrate the need to advocate for the TR profession, as a whole and specifically, to reduce the salary discrepancy in Ontario with respect to work setting and location. The following issues were identified:

- Salary discrepancy and **work setting**: The TRO survey respondents in long-term care or retirement homes typically receive 20% less in salary compared to TRs who work in hospitals or treatment centres.

- Salary discrepancy and **work location**: The data shows that people living in the south east and south west are compensated at a higher rate than their counterparts in other regions of Ontario. Further research is required to better understand the reasons behind this such as union representation, better salary negotiations, recognition of the profession, etc.
- TR salaries and union membership: The analysis shows that union membership did not make a difference to TR salaries. However, the sample size was possibly insufficient to show any potential impact of union membership. Regardless, this information can be shared in union negotiations to support the argument for increasing salaries.

In addition to gathering and analyzing vital compensation information required for member advocacy, it was proven that most employers required some level of TR education, and the most commonly held job title by respondents was “Recreation/al Therapist”. These two factors are promising in terms of advancing the profession.

Therapeutic Recreation Ontario thanks all the members who participated in the survey. The data provides a baseline upon which we can measure the progress of our combined efforts to advocate for the recognition of the value that TR professionals contribute to the quality of life of the residents/patients/clients supported by the members of TRO. Our hope is that more members will participate in future surveys so that more robust data can be gathered and questions from above can be answered.

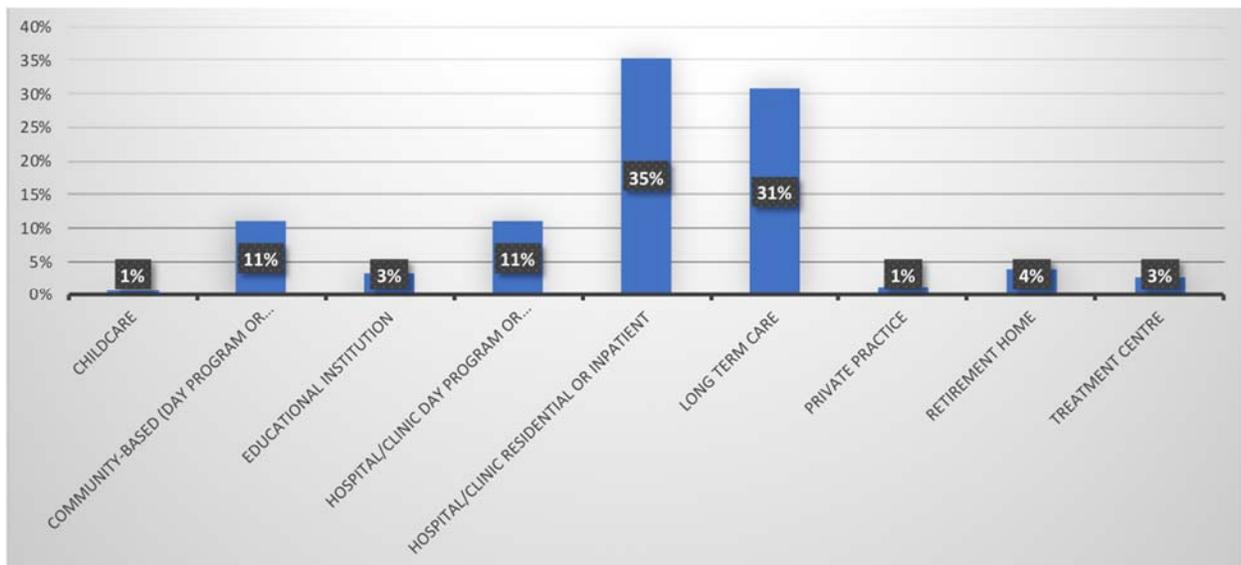
## TRO 2018 Salary Survey Results

### Part I. Respondent Demographics

One hundred and eighty-one people completed the TRO Salary Survey in spring March 2018. Demographics of respondents indicated that 76% of the respondents held full-time positions in TR, 16% were part-time, 3% were contract employees and 3% were classified as casual staff. The years of TR practice of survey respondents varied, with 24% holding 5 years' experience or less, 44% with 6 to 15 years' experience and 32% with 16 years' experience or more.

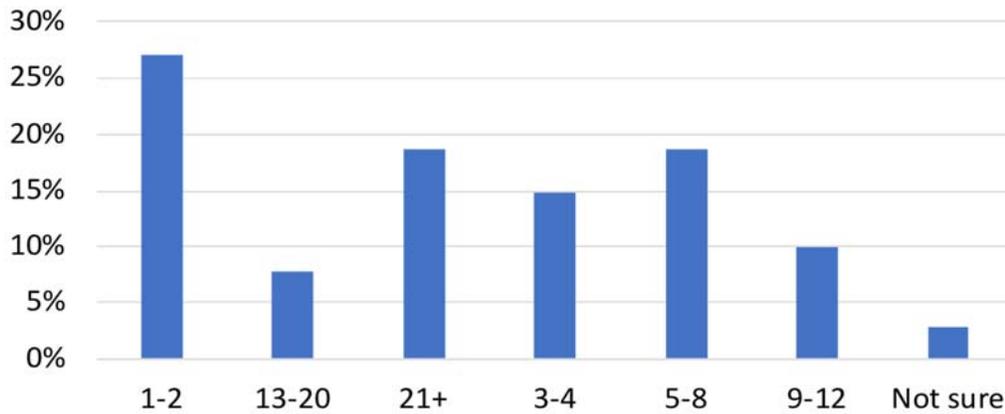
Survey respondents worked primarily in hospital inpatient and outpatient settings, and long-term care. Figure 1 illustrates the percentage of respondents working in various work settings.

**Figure 1. Percentage of Respondents by Work Setting**



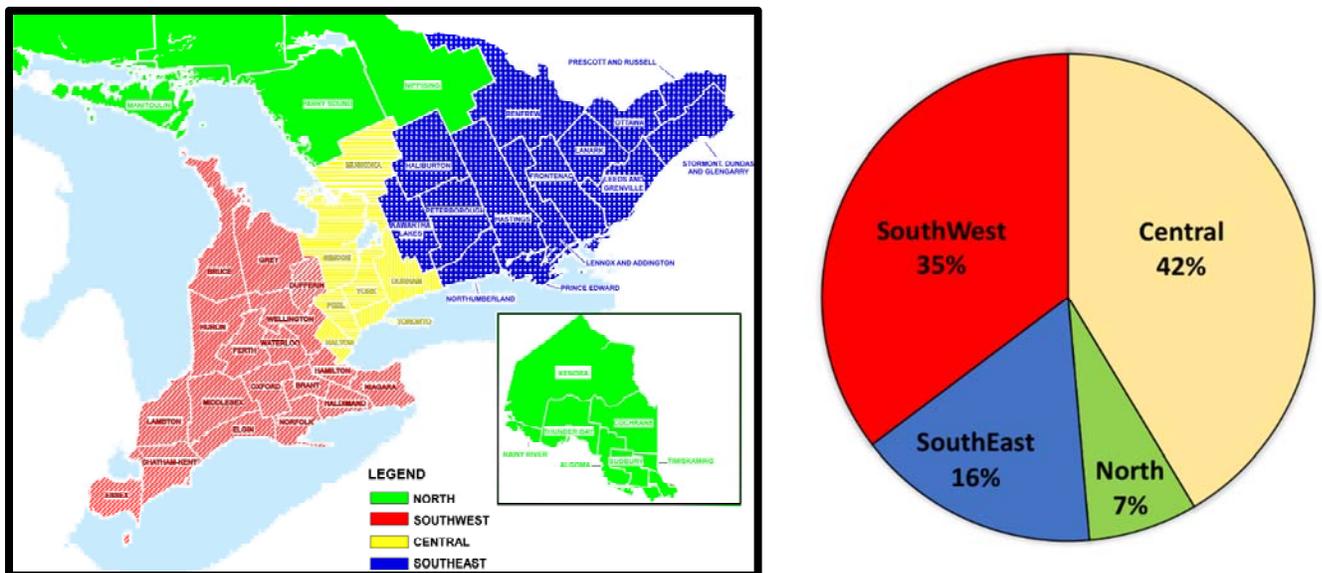
To gain a better understanding of respondents' work profiles, we asked survey respondents to select a range that corresponded to the number of TRs in their workplace. The largest proportion of respondents (27%) worked in a setting with only 1 or 2 TRs. 18% of the respondents worked with 21 or more TRs and 18% worked in a setting with 5 to 8 TRs (Fig. 2).

**Figure 2. Percentage of Respondents by Number of TRs in Work Setting**



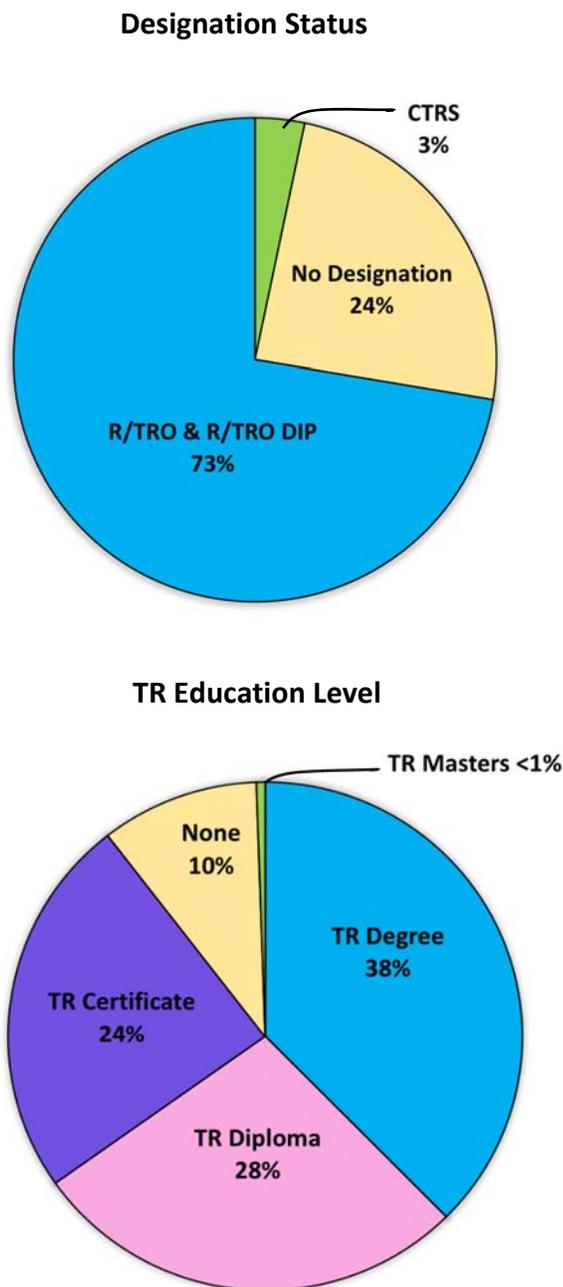
Geographical location can often play a role in salary. Asking respondents which region they were located in was also vital to ensure we were getting a good representation in responses from all of Ontario. Figure 3 shows the TRO regional map and the corresponding pie chart illustrates the percentages of respondents from each region.

**Figure 3. Main Office Location of Respondents by TRO Region (n=181)**



Designation status and TR education level was collected from respondents (see Figure 4). Most respondents (73%) had R/TRO designation. Most respondents had a TR Certificate/Diploma/Degree.

**Figure 4. TR Designation and Education Level of Respondents**

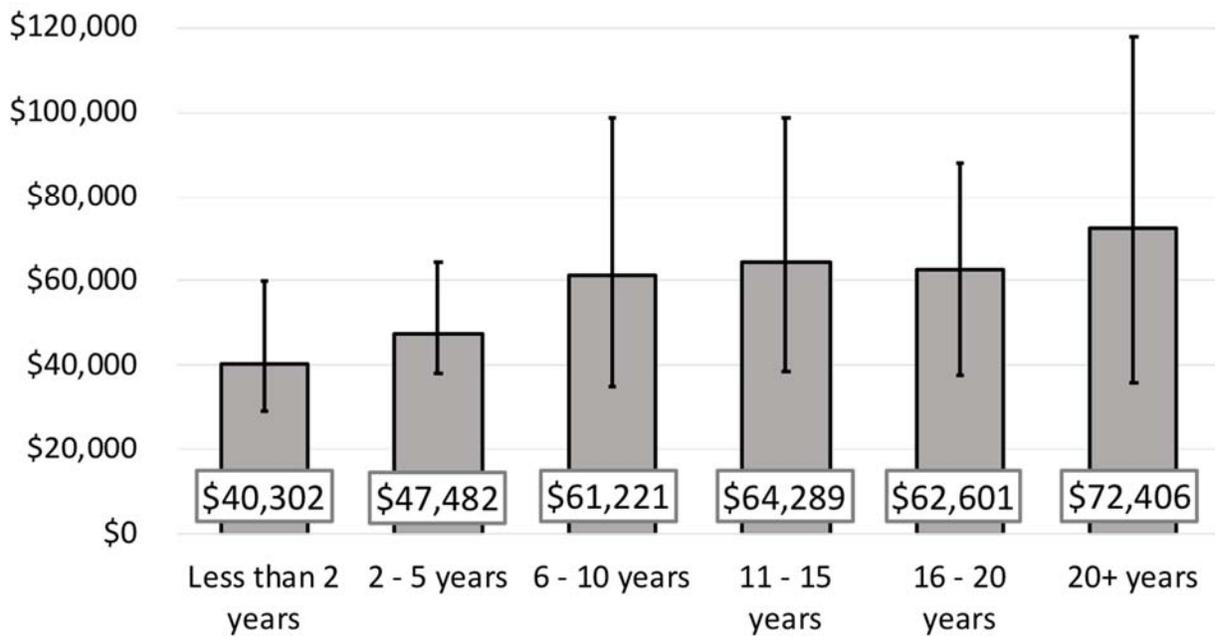


## Part II. Salary Analysis

The next few figures will explore the relationship of demographic variables to annual TR salary. The following figure (Fig. 5) depicts annual salary with respect to years of experience. The height of the grey rectangles represents the average salary. The average salary is also provided in bold. The black ‘error’ bars represent the range of salaries within that category. For example, for people with less than 2 years of experience the average annual salary was \$40,302, but salaries ranged from approximately \$30,000 to \$60,000. Generally, the trend indicates that salaries increase with years of experience.

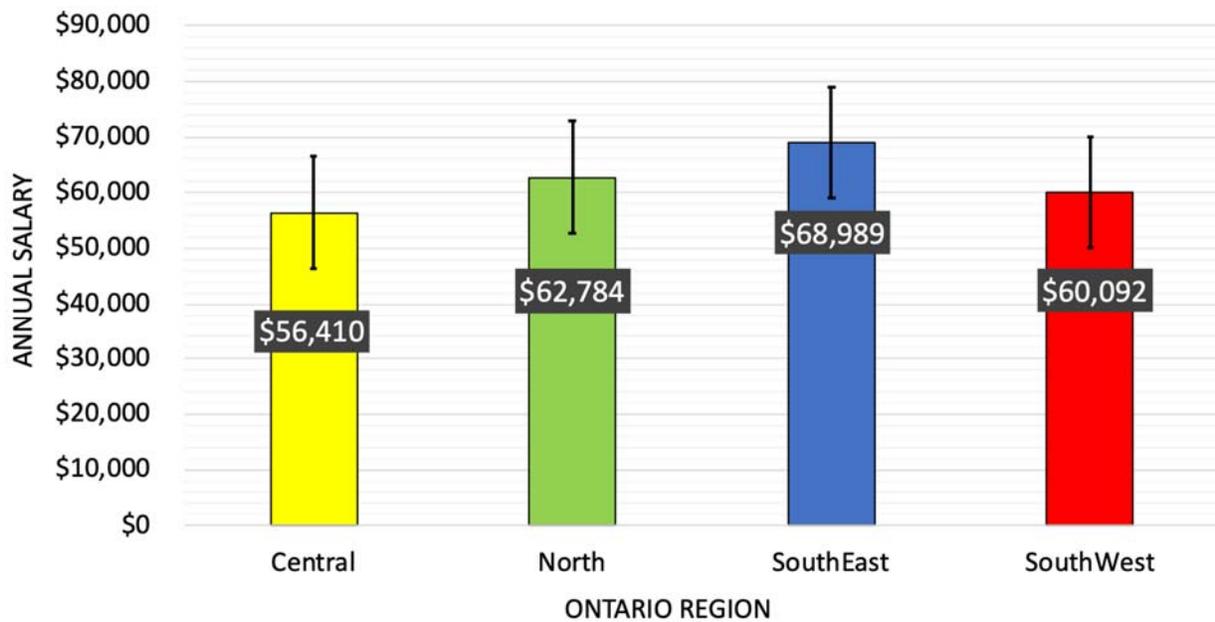
Please note that one respondent from the original 181 was excluded from the salary analysis due to being an extreme outlier.

**Figure 5. Annual Salary (Average and Range) by Years by TR Experience (n=180)**



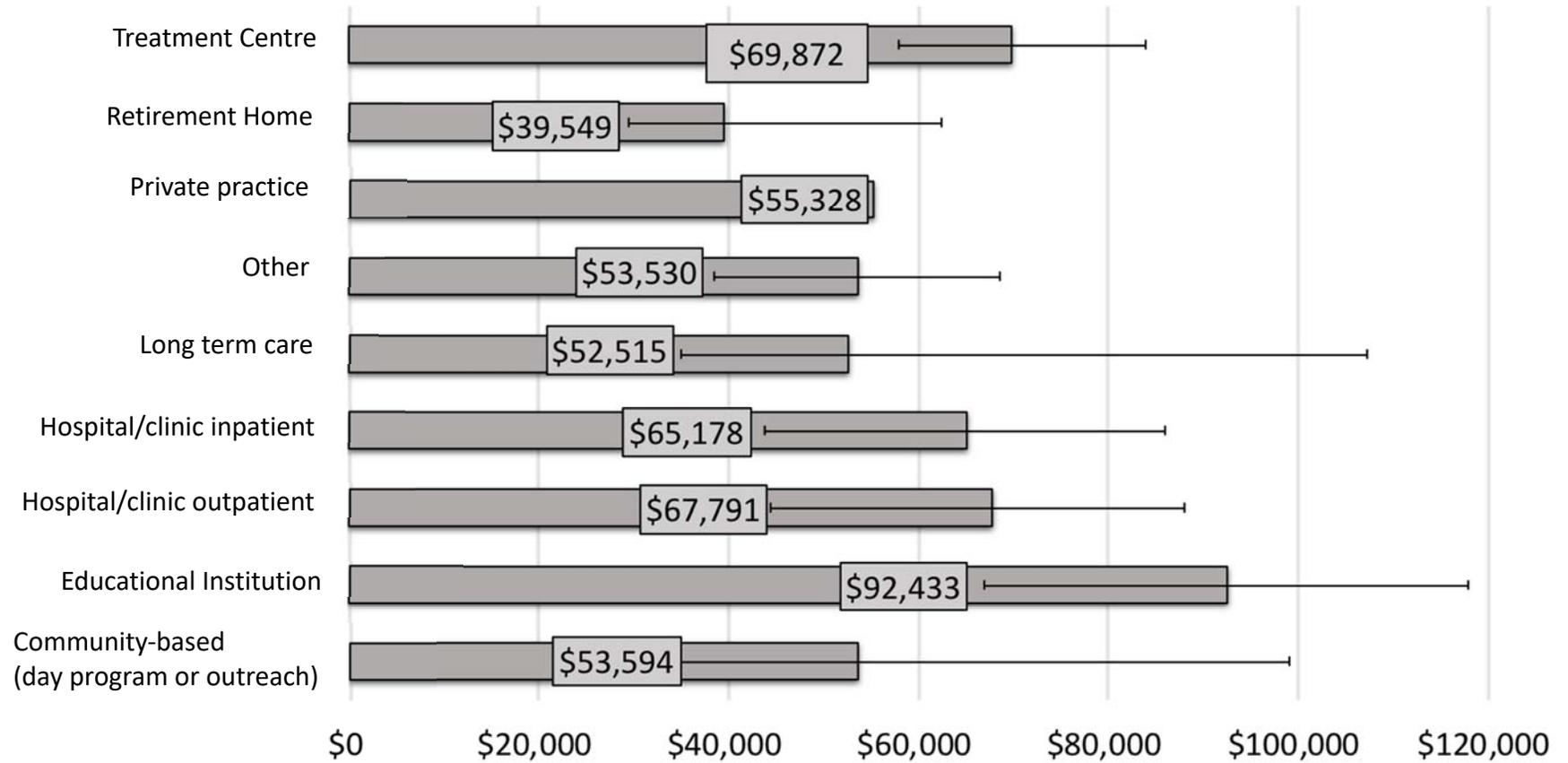
Next the annual salary was analyzed with respect to geographic location (Fig. 6). Interestingly region makes a significant difference to annual salary. A higher-level analysis that examines all variables that could possible effect salary also confirmed this initial observation.

**Figure 6. Annual Salary (Average and Range) by TRO Region (n=180)**



Next, annual salary was analyzed by work setting (Fig. 7). Work setting had a significant effect on salary. Respondents working in hospital (in-patient or out-patient) and treatment centres made significantly higher salaries than respondents in other work settings.

**Figure 7. Annual Salary (Average and Range) by TR Work Setting**



To further discover factors affecting salary, TR education level was reviewed. Figure 8 details the annual salaries by TR education level.

**Figure 8. Annual Salary (Average and Range) by TR Education**

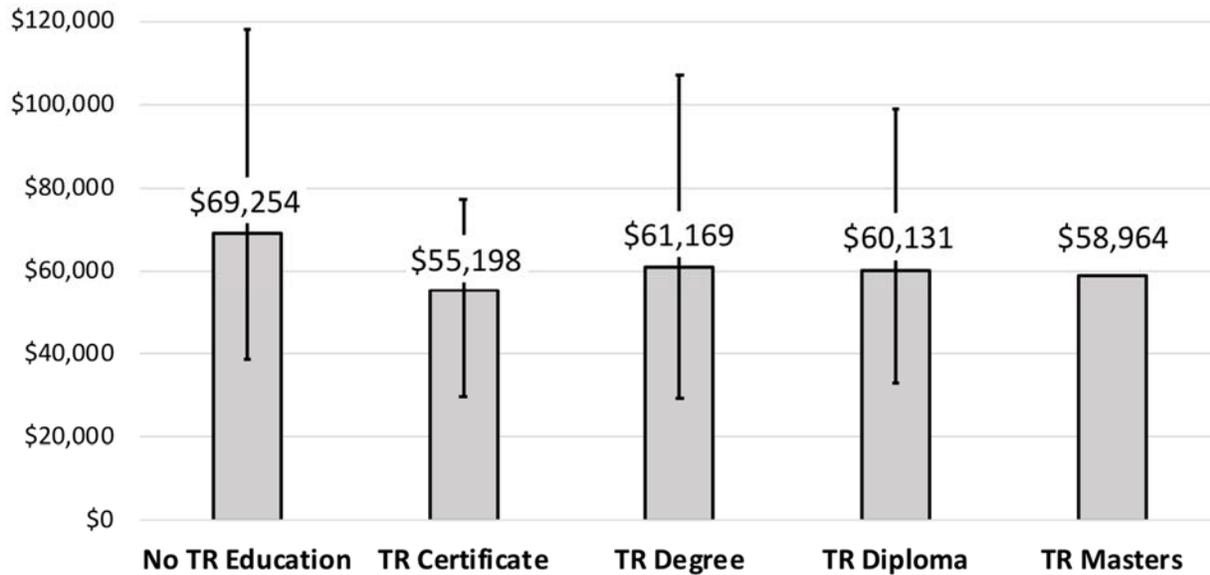


Figure 8 seems counter-intuitive at first, with respondents with no TR specific education having the highest salaries. However, history of TR education in Ontario plays an important role to explain this discrepancy. To date, in Ontario, there are 3 schools that offer TR degree programs, and 8 colleges that offer either a post-graduate certificate or diploma in TR. The availability of education options for TR specific education has seen tremendous growth since the inception of the first TR concentration programs in 1972.

**Summary of the TRO 2018 Salary Analysis of TRs in Ontario**

The primary purpose of this survey was to gain an understanding of salaries of TRs across Ontario. In doing this, it was discovered that several factors affect salary. Some factors are obvious, such as years of experience and holding a managerial or teacher role. However, simply working in a hospital setting or treatment centre can result in a significantly higher annual salary as does working in certain regions of Ontario.

### Part III. Other Employment Information

The survey involved other questions that also can affect salary (incentive programs, yearly salary increases, number of vacation days). There was not enough data to fully explore all of these factors. However, this information is provided here for general interest and advocacy.

#### Points of interest:

- 13% of respondents reported they had salary increases that are based on performance.
- The average number of vacation days reported per year was 18 days.

**Table 1. Responses to “Do you anticipate receiving a salary increase in 2018?”**

|              |     |
|--------------|-----|
| I don't know | 26% |
| No           | 30% |
| Yes          | 44% |

**Table 2. Responses to “Does your organization offer a bonus/short term incentive program?”**

|              |     |
|--------------|-----|
| I don't know | 7%  |
| No           | 92% |
| Yes          | 1%  |

**Table 3. Responses to “What was your base salary increase in the past year?”**

|                           |     |
|---------------------------|-----|
| 0%                        | 18% |
| 0.1% to less than 1%      | 15% |
| 1% to less than 3%        | 46% |
| 3% to less than 5%        | 3%  |
| 5% to less than 10%       | 2%  |
| I don't know              | 15% |
| Less than zero (decrease) | 1%  |

## Job Titles

Of interest to TRO members are job titles of their fellow colleagues across Ontario. The following table provides the frequencies of “typical” job titles. If the respondent selected “Other” as an option, their job titles was provided in free text.

**Table 4. Frequency of Various Job Title of Respondents**

| <b>Job Title</b>                  | <b>Frequency (n=181)</b> |
|-----------------------------------|--------------------------|
| Recreation Therapist              | 44%                      |
| Therapeutic Recreation Specialist | 8%                       |
| Recreationist                     | 6%                       |
| Recreation Assistant              | 4%                       |
| Professor in TR                   | 3%                       |
| Recreation Therapy Assistant      | 3%                       |
| Therapeutic Recreationist         | 3%                       |
| <b>Other</b>                      | <b>29%</b>               |

### The “Other” Titles (in alphabetical order)

Activation/Activation Aide/Activation Supervisor

Activity Coordinator/Aid

Behaviour Specialist /Specialist

Coordinator of Client Services

Coordinator Therapeutic Recreation and Creative Arts

CRBT Clinician - Recreation Therapist

Director of Programs/Resident Programs

Director of Recreation and Volunteer Services

Elder Care/Elder Life Specialist

Leisure Life Skills Instructor

Life Enrichment Aide/assistant/coordinator/therapist

Lifestyles Assistant

Manager/Manager of Recreation and Volunteers

**The “Other” Titles (continued)**

Program & Support Services Manager

Program Coordinator

Program Manager

Recreation & Leisure Partner

Recreation Aide

Recreation Coordinator/Leader/Programmer/Technician

Recreation Services Assistant

Recreation Therapy Supervisor

Resident Experience Partner

Resident Programs Supervisor

Resident Support Services Manager

Supervisor, Programs/Senior's Programs

Therapeutic Recreation and Volunteer Coordinator

Therapeutic Recreation Assistant

Therapeutic Recreation Lead

### Union Membership of TRs in Ontario

Respondents were queried about union membership. Fifty percent of survey respondents belonged to a union, with OPSEU being the most common union (Table 5).

An analysis showed that union membership did not appear to have an effect on salary; however, numbers for all unions represented were not enough to be conclusive.

**Table 5. Union Membership Frequency of Salary Survey Respondents**

| Union               | Frequency |
|---------------------|-----------|
| No union membership | 50%       |
| OPSEU               | 32%       |
| CUPE                | 7%        |
| SEIU                | 4%        |
| CLAC                | 3%        |
| HOPE                | 2%        |
| Unifor              | 1%        |
| CAAT                | 1%        |
| LIUNA               | 1%        |
| CNFIU               | 1%        |
| ONA                 | 1%        |

## ACKNOWLEDGEMENTS

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