

ONTARIO PSYCHOLOGY REMUNERATION REVIEW (2013)

INTRODUCTION

Psychologists work in many areas including health, education, public safety and corrections, social services, business and industry, universities, and private practice. Below is data collected from:

1. the Ontario Ministry of Finance's annual Public Sector Disclosure document,
2. the Correctional Service of Canada,
3. the Family Health Teams' *Guide to Interdisciplinary Provider Compensation* (May 2010) and
4. the Ontario Psychological Association's recommended hourly private practice rate (2013).

Salary scales are more difficult to locate than are readily available public documents such as those used in this review. However, there are limitations in using this information. The Ontario Ministry of Finance's annual Public Sector Disclosure document does not provide data on employee incomes below the one hundred thousand dollar per year threshold. As these are the upper reaches of a salary category in psychology, they do not give the starting salary and range. The figures reported do not take into consideration any applicable extra salary remuneration that may appear in a contract.

CONTEXT

Psychology remuneration rates are considered by some to be too high and others to be too low as is the case with any profession. In the mental health field, they are much lower than family physicians and psychiatrists, and often equal to or higher than nurses, nurse practitioners, counsellors, therapists and social workers.

Psychologists have 10 or more years of education and training in psychology, the vast majority of which is in the clinical area as opposed to theoretical or experimental psychology. This is more education and training directly in the area of practice than any other profession or provider group in Canada. This provides psychologists with the knowledge and training to help patients and clients with problems and disorders across the acuity continuum from mild to severe. In addition, psychology specialties focus practice in areas of practice such as adult

clinical, child clinical, behavioural health, developmental, school/educational, criminal justice, neuropsychology etc. In other words, the extensiveness of training moves from the general to the more specific, thereby increasing clinical value.

In addition to this clinical contribution, psychologists have developed and implement/interpret many psychological assessment tools and tests, are licensed to communicate a diagnosis, have program development, research and program evaluation skills, understand group dynamics and organizational development, work well on teams and can provide supervision, consultation and continuing quality improvement services.

This depth and array of knowledge and skills is not present in other mental health professions or provider groups.

INCOME RATES FOR SELECTED AREAS OF PSYCHOLOGY PRACTICE

School Psychology

Ontario Ministry of Finance: Public Sector Disclosure (2011):

<http://www.fin.gov.on.ca/en/publications/salarydisclosure/2012/schbd12f.html>

The figures reported do not include the starting salary or salary range but rather only reflect the upper end of the salary range.

1. Psychologist: 107,000.
2. Senior Psychologists: 118,000
3. Chief Psychologist: 120,000

Correctional Psychology

Corrections Canada (2012):

http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/sh/sh07-eng.asp#toc235259038

The figures reported include the salary range for the years 2010 through 2013. The PS – Psychology Group Annual Rates of Pay have five levels (PS1 to PS5). Only the figures for PS1 and PS5 are reported in order to provide a salary range.

1. PS-1: Step 1: 45,071 (2010) - 59,938 (2013)
2. PS-5: Step 1: 86,098 (2010) – 105,743 (2013)

Ontario Ministry of Finance: Public Sector Disclosure (2011):

<http://www.fin.gov.on.ca/en/publications/salarydisclosure/2012/ministries12e.html>

The figures reported do not include the starting salary or salary range but rather only reflect the upper end of the salary range.

1. Psychologist: no salary reported over 100,000 per year
2. Chief Psychologist: 114,000

Hospital Psychology

Ontario Ministry of Finance: Public Sector Disclosure (2011):

<http://www.fin.gov.on.ca/en/publications/salarydisclosure/2011/hospit11.html>

The figures reported do not include the starting salary or salary range but rather only reflect the upper end of the salary range.

1. Psychologists: 100,000 to 120,000
2. Staff Psychologist: 120,000 to 125,000

Primary Care Psychology: Family Health Teams

Family Health Teams: Guide to Interdisciplinary Provider Compensation (May 7 2010; Version 3.2)

http://www.health.gov.on.ca/en/pro/programs/fht/docs/fht_inter_provider.pdf

The figures reported are the actual salary range.

Salary range: 103,322 – 135,916

Community and Social Services Psychology

Ontario Ministry of Finance: Public Sector Disclosure (2011):

The figures reported do not include the starting salary or salary range but rather only reflect the upper end of the salary range.

<http://www.fin.gov.on.ca/en/publications/salarydisclosure/2012/ministries12f.html>

Children and Youth Community Services:

1. Psychologists: 106,000
2. Chief Psychologist: 113,000



Private Practice Psychology

OPA Recommended Hourly Private Practice Rate (2012): 220.00 per hour for therapy.

Psychologists may charge more or less than the OPA recommended rate depending on a number of factors which include areas and types of practice, geography, years in practice, etc. Private practitioners operate as small businesses with all of the expenses that entails. Income streams can include, but may not be limited to the following:

1. individuals paying for all of the costs themselves,
2. individuals with insurance or work related benefits programs pay some but most usually most of the costs,
3. publicly or privately funded service providers contract for psychological services for one or more patients or clients on an ongoing or as needed basis for assessment and/or treatment.

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