

member employment and salary survey 2012

In 2012 the ASA asked its Members a series of questions related to their employment as a sonographer through the annual Member Employment and Salary Survey. This information provides Members and relevant stakeholders with current benchmarks related to employment as a sonographer, including employment conditions. We received 489 survey responses, equated to approximately 15% of the ASA membership base.

of Members surveyed, we found the following:

current role and status

- 62% are in a clinical sonography role, 12% are Chief Sonographers, and 7% are Supervising Sonographers
- 53% work full-time and 48% work part-time or casually
- 93% are directly employed, 6% are self-employed or independent contractor or locum, and 1% are employed through a contracting or temporary agency
- on average, Members have 13 years of experience.

hours worked

- 96% of those who work full-time work 35 hours or more a week
- the mean hours worked per week by those who work part-time or casually is 21.3 hours
- 68% of those working part-time or casually work more than 20 hours a week, 26% work 11-20 hours a week, and 6% work less than 11 hours a week.

primary employment status, location and average scans per week

- 86% work for one employer, while 13% work for multiple employers
- 44% work in multiple locations
- 25% work in public hospitals, 23% work in private practice (radiologist owned), 23% work in private practice (corporate), 12% work in private practices in private hospitals, 5% work in private radiology practices in public hospitals
- on average, approximately 55 scans per week are performed by Members.

time allocated to various work tasks

- on average, 70% of Members' time is allocated to providing sonographic services including related administration, 15% of Members' time is spent on supervision and training, and 4% of Members' time is spent on non-ultrasound imaging services (such as radiography or CT scans)

employee benefits

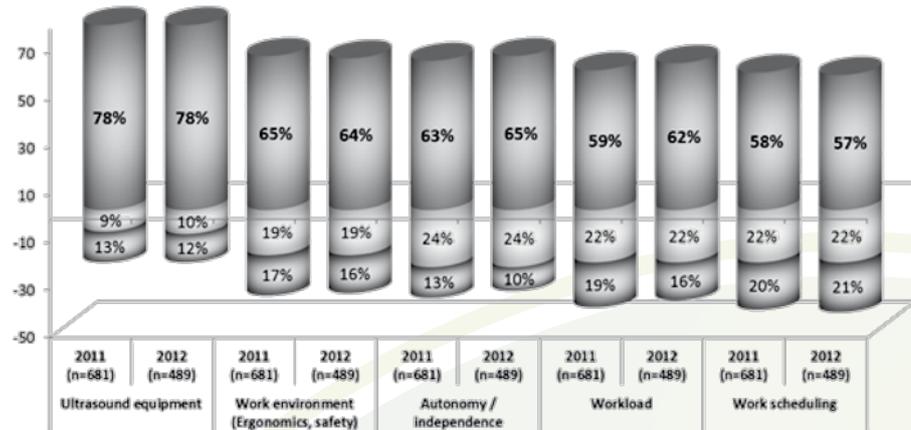
- the top 11 employee benefits received by members are as follows:

Employee Benefits Paid for by Employer				
	2012 (n=489)			2011 (n=681)
	Fully Paid for %	Partially Paid for %	Total %	Total %
Superannuation – 9% SGC	87	5	92	90
Annual leave – 4 weeks (or pro-rata)	79	1	80	81
ASA Annual National Conference registration fees	26	36	62	63
Conference leave	41	18	59	61
Attendance at local (within your state) professional development activities	20	29	49	53
In-house seminars	42	10	52	52
ASA Annual National Conference travel and accommodation costs	16	31	47	50
Automatic CPI increases	33	7	40	42
Salary packaging/Salary sacrifice benefits	27	13	40	39
Support to present at conferences	15	19	34	38
Study leave	23	11	34	37

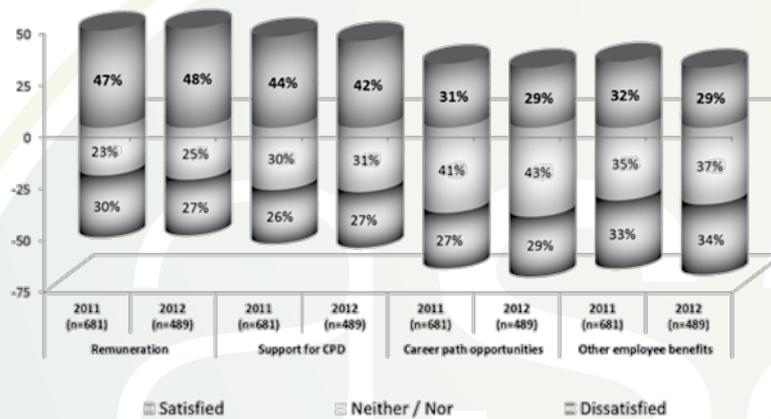
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job satisfaction

A majority of Members are **satisfied** with the following elements of their work situation:



A majority of Members are **less than satisfied** with the following elements of their work situation:



- 80% of Members indicated they feel secure in their current role
- more than 95% of Members consider work/life balance, personal/family needs, remuneration, interesting work and job stability as important elements when considering a new work role.

incidence of change in elements of work

- 48% of Members experienced an increase in stress levels
- 38% experienced a decrease in employee morale
- 27% saw an increase of sonographers employed, and 34% saw an increase of trainee sonographers employed in their workplace
- 26% worked longer hours in 2012 than in the previous year
- of those who worked longer hours than in the previous year, 51% believe this has impacted them in a negative way, though 26% felt the increased work hours was a positive change.

For more information, please contact the ASA at policy@a-s-a.com.au

About the ASA

The ASA guides the advancement of our profession to ensure the community has access to quality sonographic services. With a membership of over 70% of Australia's sonographers, the ASA has a clear mandate to advocate for best practice in sonography.