Manpower Survey

(This report is an addendum to the **Manpower Survey** which appeared in the December 1969 issue of this publication. It represents the second and final part of that paper.)

SALARIES IN THE FIELDS OF PROSTHETICS AND ORTHOTICS

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Information relative to salaries in the fields of prosthetics and orthotics was reported on 1,183 of the 1,374 persons entered in the Manpower Survey.[3] The item on annual salaries included in the questionnaire form was completed on 95 prosthetist-orthotists, 245 prosthetists, 217 orthotists, 235 prosthetic technicians, 216 orthotic technicians, 120 corsetieres, and 55 shoe specialists. Reported here are findings on salaries of 1,008 persons in the first five categories. A report of the survey on corsetieres and shoe specialists is found immediately following the salary data.

The figures in this study pertain to basic annual salaries. No attempt was made to obtain information on fringe benefits, bonuses, or other types of remuneration.

RESULTS

Table I presents the annual salaries of the five categories according to:

1. The salary range in which the middle 50 percent of the group fell.
2. The median salary.
3. The mode.

As in other sections of this study, the similarity of the findings related to prosthetists and those related to orthotists is noteworthy. A similarity of findings is likewise manifested in the two technician groups.

Salaries were analyzed as above for two combined categories of personnel:

(1) prosthetists-orthotists, prosthetists and orthotists, and

(2) prosthetic technicians and orthotic technicians. (Table II.) The median salaries of these two combined groups are shown for each region in Table III. The number in each salary range for the two groups, again according to region, are shown in Tables IV and V.

SALARY BY YEARS IN FIELD

In this survey, orthotists were the only group whose median salaries showed a continuous upward

trend commensurate with the number of years in field (Figure 1). Prosthetists' salaries started at the same level as those of the orthotists, rose more sharply following the first period, but declined earlier. (The last two periods are not significant because of the small sample.)

Salaries of prosthetist-orthotists showed increases up to the 20-29-year period, subsequently dropped, and then rose again to a second, although lesser, peak in the 40-49-year period.

Orthotic and prosthetic technicians started at approximately the same salary level, after which both levels showed a gradual upswing. (Figure 2.) The salary level of orthotic technicians showed a sharper rise than that of the prosthetic technicians after the first 9-year period and maintained a somewhat higher level most of the time. Both reached a peak in salary level in the 30-39-year period. (Again, the last periods are not significant.)

SALARY RANGES BY EDUCATIONAL LEVEL

Although salary ranges were analyzed for each group according to educational level, this factor did not appear to affect salary level. When more graduates from degree courses enter the field, the effect of educational background will become clearer.

DISCUSSION

This brief report represents a first attempt to report salaries within the fields of prosthetics and orthotics. To obtain accurate and precise information on salaries is difficult. The economics situation constantly changes, the personnel picture fluctuates, and frequently a reluctance to divulge the proper information distorts the findings. In this survey, for instance, approximately 15 percent of the respondents failed to complete the question on salaries, and few did not enter precise figures.

This type of information serves a useful purpose, however, and health professions, as well as other professions, make a practice of periodically conducting a salary survey of their members. Professional associations are usually committed to promote the economic welfare of their membership, in which case such surveys are essential. This type of information is also needed to advise and perhaps guide employers in determining salary scales for employees. Finally, in the important business of recruiting students into the field, it is only fair that they should have available accurate information on salary scales within a particular field.

This study, in spite of certain shortcomings, does provide a general idea of salaries in prosthetics and orthotics and enables comparisons to be made with salaries in other health professions. It also provides a baseline with which future findings in this area may be compared.

It is recommended that a more sophisticated study be done for the purpose of more accurately documenting salaries, fringe benefits and miscellaneous remunerations. Distinction should be made between the gross income of the self-employed and the income of those employed on a salary basis. The effect of the educational level on salary

should become more evident at a later date.

SUMMARY

This paper reports findings related to salaries entered in the Manpower Survey. Salaries are analyzed for five categories, and the median salaries of these groups are correlated with The American Orthotic and Prosthetic Association regions and with the number of years in the field.

CORSETIERES AND SHOE SPECIALISTS

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INTRODUCTION

This paper will report the findings of the Manpower Survey[3] as they relate to corsetieres and shoe specialists. Two hundred and three facilities, institutions and military installations participated in the survey which was terminated January 31, 1969. Reported in the survey were 1,374 workers, 149 (10.8 percent) of whom were corsetieres and 62 (4.5 percent) shoe specialists. (Table I) All corsetieres except nine were female; all shoe specialists except one were male.

ESTIMATED PERSONNEL NEEDS

Estimates by survey respondees showed that the overall demand for personnel at the time of the study was somewhat greater for shoe specialists than for corsetieres. (Tables II and III) A requirement of 21.3 percent increase in personnel was reflected for shoe specialists and 16.7 percent for corsetieres. In five years, according to estimates, the number of shoe specialists would have to be doubled and the number of corsetieres increased by 57.3 percent in order to meet personnel demands.

Regional samples are small, and no attempt is made to analyze the findings in this section. The reported figures are presented in Tables II and III as a matter of interest.

YEARS IN FIELD

Seventy-three (49 percent) of the corsetieres reported in this study

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[3] J. Warren Perry and Barbara R. Friz: "Manpower Survey," *Orthotics and Prosthetics,* 23:207-226, December 1969.

had less than ten years' experience in this type of work. (Figure 1) Twenty-three (37 percent) shoe specialists had less than ten years' experience. The numbers in both categories diminished in inverse proportion to the number of years' experience. This pattern is similar to that of the prosthetic and orthotic technicians.

SALARIES

The median salary reported for shoe specialists was $6,000.00; for corsetieres, $4,900.00. The median salary for shoe specialists showed two relatively sharp rises, one after the first four-year period, the other following the 10-14 year period. (Figure 2) The median salary for corsetieres peaked between 5 and 9 years' experience and showed little increase thereafter.

In this study, the level of median salaries for corsetieres was highest in the northeastern and western parts of the country. The regional samples were small, however, and generalizations should not be made on the basis of this study. The regional samples were even smaller for shoe specialists, and no analysis is attempted.

EDUCATION

Seventy-three percent of both corsetieres and shoe specialists reported in this study were high school graduates. The remainder, in the corsetiere category, was equally divided between those having less than a high school education and those having more. Of the remaining 12 shoe specialists, two had an educational level above that of high school.

Over half of the respondees to the survey recommended a high school level of education for both corsetieres and shoe specialists. (Table IV) However, technical school was favored for shoe specialists by 45 percent of the respondees.

The effect of educational background on salary level cannot be discerned from the findings in this study.

Table V gives the median age, salary, years in field, and average education for the two groups.

SUMMARY

Reported here are data related to 211 persons employed in two categories: corsetieres and shoe specialists. Manpower shortages, both current and projected, are also reported.

TABLE I
ANNUAL SALARIES

	CATEGORIES				
	Prosthetist-Orthotists	Prosthetists	Prosthetic Technicians	Orthotists	Orthotic Technicians
Middle 50%	$ 8,000-15,000	$ 7,000-12,000	$4,000-7,000	$ 7,000-12,000	$4,000-7,000
Median Salary	11,500	9,500	5,900	8,900	6,000
Mode	8,500 & 12,500	7,500	6,500	7,500	5,500

TABLE II
ANNUAL SALARIES
(Combined Categories)

	CATEGORIES	
	Prosthetist-Orthotists Prosthetists Orthotists	Prosthetic Technicians Orthotic Technicians
Middle 50%	$7,000 - $12,000	$4,000 - $7,000
Median Salary	9,500	6,000
Mode	7,500	6,500

TABLE III
MEDIAN SALARY BY REGION
(Combined Categories)

Regions	CATEGORIES	
	Prosthetist-Orthotists Prosthetists Orthotists	Prosthetic Technicians Orthotic Technicians
I	$ 8,500	$6,700
II	10,250	6,000
III	9,100	5,750
IV	8,700	5,500
V	10,100	6,850
VI	10,000	6,700
VII	8,900	6,100
VIII	9,000	5,500
IX	11,250	7,500
X	9,500	7,000
XI	9,700	6,510

TABLE IV

SALARY RANGE BY REGION

Prosthetist-Orthotists
Prosthetists
Orthotists

Salary Range	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	Total
$ 2,000 - 2,999				1	1							2
3,000 - 3,999												
4,000 - 4,999				1				1				2
5,000 - 5,999			2	7	4			1	1	1	1	17
6,000 - 6,999	7	4	6	11	3		1	9	3	5	1	50
7,000 - 7,999	5	11	14	21	8	5	14	9	6	2	5	100
8,000 - 8,999	4	1	9	9	6	8	16	5	5	11	1	75
9,000 - 9,999	2	8	11	8	2	8	4	6	4	6	5	64
10,000 - 10,999	2	4	7	11	7	5	5	5	6	6	4	62
11,000 - 11,999	1	4	3	2	2	1	1		4	2		20
12,000 - 12,999	1	6		5	2	5	8	8	7	2	3	47
13,000 - 13,999	3	2			3	2			4	2		16
14,000 - 14,999		2	3		3	1	1		1	1		12
15,000 - 15,999	2	4	8	8	3	3	3	4	5		2	42
16,000 - 16,999			1	1							1	3
17,000 - 17,999					1	1						2
18,000 - 18,999		2		4	2				3			11
20,000 - 20,999	1			2	1		5	2	2	2		15
21,000 - 21,999				1		1						2
24,000 - 24,999				1								1
25,000+		2		3	1	1	1	1	1	4		14
Totals	28	50	64	96	49	41	59	51	52	44	23	557

TABLE V

SALARY RANGE BY REGION

Prosthetic and Orthotic Technicians

Salary Range	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	Total
$ 2,000 - 2,999	1		1	1	2		1	2		1	1	10
3,000 - 3,999	1		6	11	5	1	1	3	1	1		30
4,000 - 4,999	7	12	19	21	10	7	11	5	2			94
5,000 - 5,999	4	8	17	27	8	4	10	7	1	4	3	93
6,000 - 6,999	10	11	18	18	5	11	15	7	4	1	7	107
7,000 - 7,999	4	6	4	7	12	8	5	1	9	1	2	59
8,000 - 8,999	1	2	7	6	4	3		2	5	3		33
9,000 - 9,999	2	1	4	1		2	1		1	2		14
10,000 - 10,999			1		2	1	1		3	1		9
11,000 - 11,999			1									1
12,000 - 12,999												
13,000 - 13,999	1											1
Totals	31	40	78	92	48	37	45	27	26	14	13	451

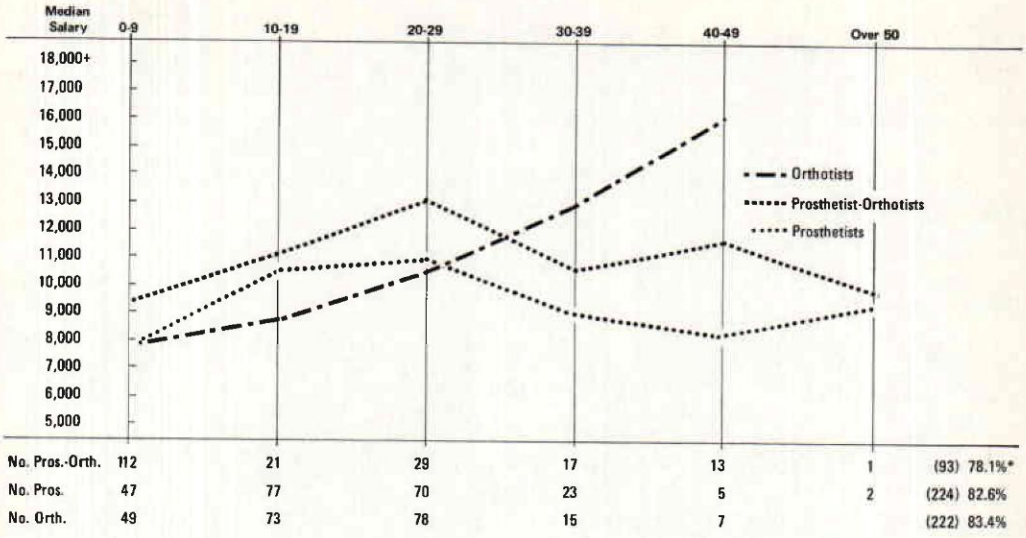

FIGURE 1

SALARY BY YEARS IN FIELD – PROSTHETIST-ORTHOTISTS, PROSTHETISTS AND ORTHOTISTS

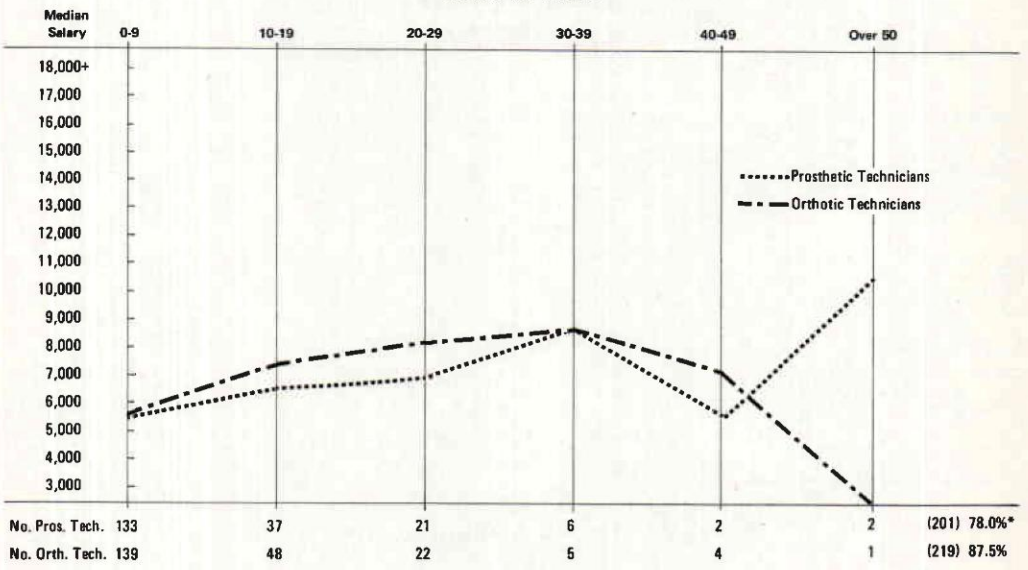

FIGURE 2

SALARY BY YEARS IN FIELD – PROSTHETIC TECHNICIANS AND ORTHOTIC TECHNICIANS.

*Figures represent the percentage of respondees who reported both salary and years in field. Some omitted one or the other; some omitted both.

TABLE I

CORSETIERES AND SHOE SPECIALISTS REPORTED IN SURVEY

	Total No.	Females	% of Total in Survey (1374)
Corsetiere	149	(140)	10.8
Shoe Specialist	62	(1)	4.5

TABLE II

ESTIMATED PERSONNEL NEEDS BY REGION

CORSETIERS

	REGIONS											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	TOTAL
CURRENTLY EMPLOYED	4	8	14	29	13	8	21	5	11	29	8	150
ESTIMATED PERSONNEL NEEDS												
Needed Now	5	10	19	34	18	9	24	5	13	30	8	175
*Percentage Inc.	25.0	25.0	35.7	17.2	38.5	12.5	14.3	–	18.2	3.4	–	16.7
Needed in 1 year	5	11	21	38	22	10	25	6	14	37	9	198
Percentage Inc.	25.0	37.5	50.0	31.3	69.2	25.0	19.0	20.0	27.3	27.6	12.5	32.0
Needed in 5 years	5	14	24	42	30	14	31	6	17	41	12	236
Percentage Inc.	25.0	75.0	71.4	44.8	130.8	75.0	47.6	20.0	54.5	41.4	50.0	57.3

*Percentage increase based on number of currently employed.

TABLE III

ESTIMATED PERSONNEL NEEDS BY REGION

SHOE SPECIALISTS

	REGIONS											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	TOTAL
CURRENTLY EMPLOYED	4	4	7	18	9	2	11	4	8	7	1	75
ESTIMATED PERSONNEL NEEDS												
Needed Now	5	6	8	23	13	3	11	5	8	7	2	91
*Percentage Inc.	25.0	50.0	14.3	27.8	44.4	50.0	–	25.0	–	–	100.0	21.3
Needed in 1 year	5	8	11	28	17	3	12	8	9	9	3	113
Percentage Inc.	25.0	100.0	57.1	55.6	88.9	50.0	90.9	100.0	12.5	28.6	200.0	50.7
Needed in 5 years	5	9	13	37	29	5	17	13	9	10	3	150
Percentage Inc.	25.0	125.0	85.7	105.6	222.2	150.0	54.5	225.0	12.5	42.9	200.0	100.0

*Percentage increase based on number of currently employed.

TABLE IV

EDUCATIONAL RECOMMENDATIONS

Category	M.A.	B.A.	A.A.	T.S.	H.S.	Elem.	Total
Corsetiere			3	39	81		123
Shoe Specialist			1	53	62	1	117
Total			4	92	143	1	240

TABLE V
PROFILE

Category	Age (Median)	Salary (Median)	Education (Average)	Years in Field (Median)
Corsetieres	52	$4,900	H.S.	10
Shoe Specialists	41	6,000	H.S.	13

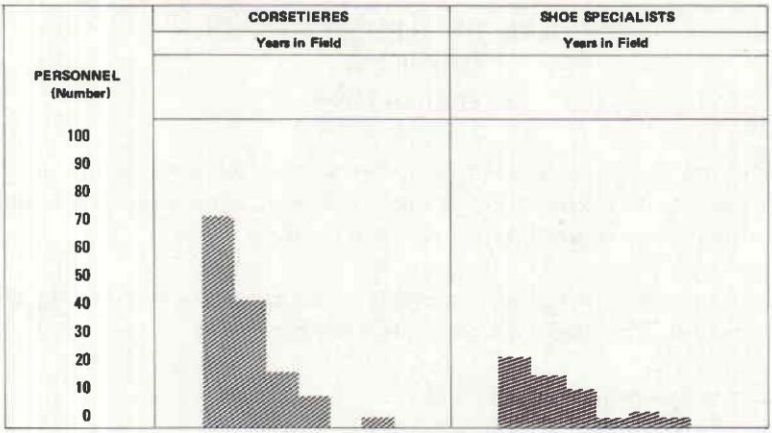

Figure 1. Number of years in field for corsetieres and shoe specialists.

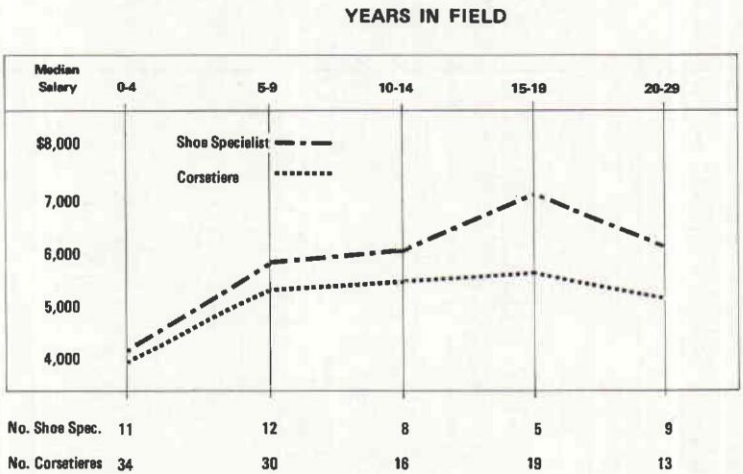

Figure 2. Salary by years in field.