



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP HEALTH CARE SURVEY 2009



Hourly and Per Visit Wage Report

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Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2009. The survey was designed to provide information about health care-based service delivery and to update and expand information gathered during previous Omnibus and Health Care Surveys. The results are presented in a series of reports.

This report is based on responses from SLPs in six types of health care facilities: general medical hospitals, rehabilitation (rehab) hospitals, pediatric hospitals, skilled nursing facilities (SNFs), home health agencies and clients' homes, and outpatient clinics and offices. Annual salary data can be found in a separate report.

Highlights:

❖ *Hourly*

- ◆ 56% received an hourly wage.
- ◆ 52% of hourly wage earners worked full-time.
- ◆ Median hourly wages were:
 - \$36.00 for more than 30 weekly hours
 - \$45.00 for 30 or fewer hours
- ◆ Highest hourly wages were:
 - In the West (\$39.50) for SLPs working more than 30 hours
 - In the Northeast (\$55.00) for SLPs working 30 or fewer hours

❖ *Per Visit*

- ◆ 9% received a per visit wage.
- ◆ Median per visit wage was \$65.00.
- ◆ Median per visit wage was \$75.00 in outpatient clinics or offices.
- ◆ Median per visit wage was \$74.43 in the West.
- ◆ Median per visit wage was \$67.88 in metropolitan/urban areas.

Salaries

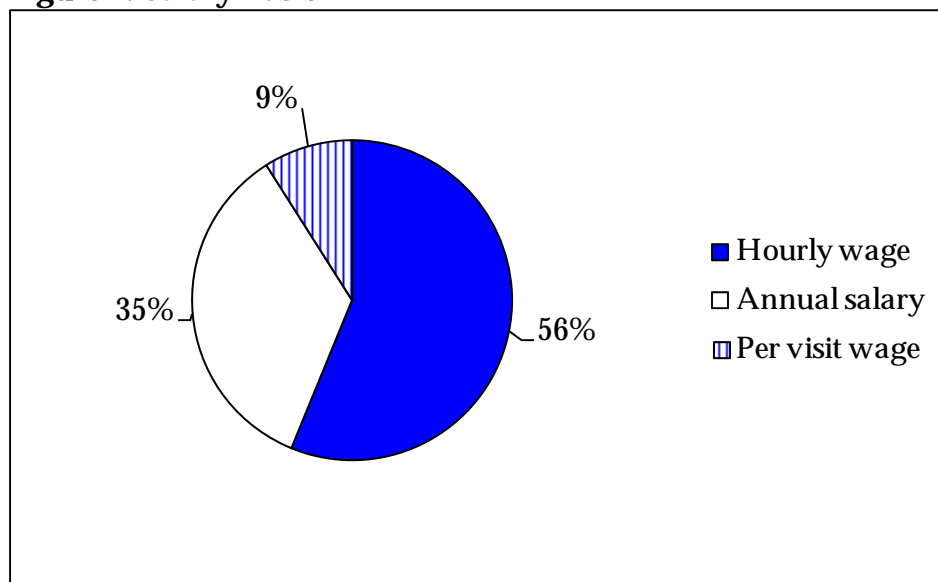
The SLPs who responded to the survey varied by salary *basis* (annual/hourly/per visit) and *status* (full-time/part-time). In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.



Salary Basis

Of the SLPs who responded to the 2009 Health Care Survey, 56% reported that they worked for an hourly wage, and 9% were paid per visit (see Figure 1 and Appendix, Table 1).

Figure 1. Salary Basis



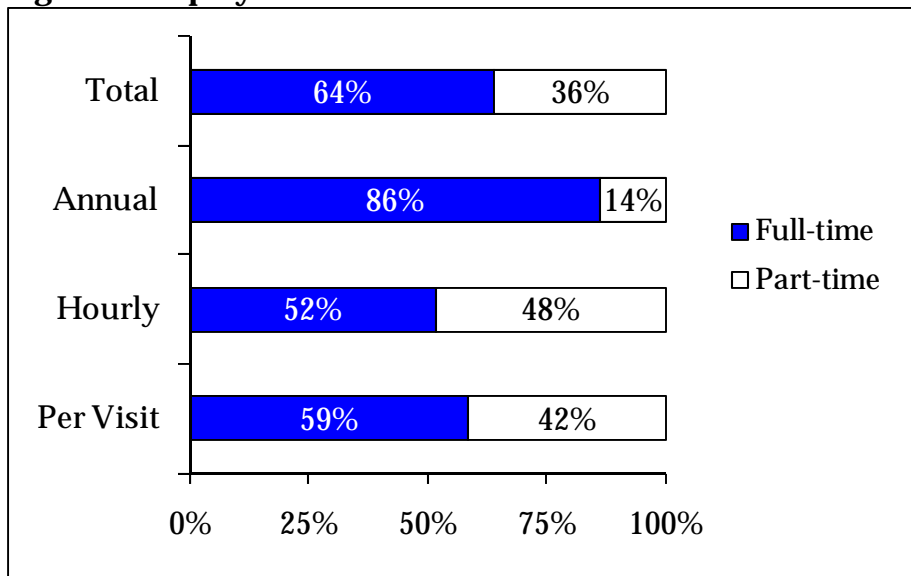
n = 1,916

SLPs in home health agencies or clients' homes (47%) were more likely to receive a *per visit* wage than an annual salary or hourly wage. SLPs in general medical hospitals (64%), rehab hospitals (51%), SNFs (80%), and outpatient clinics or offices (51%) were more likely to receive an *hourly* wage, and SLPs in pediatric hospitals (52%) were more likely to receive an *annual* salary (see Appendix, Table 1).

Employment Status

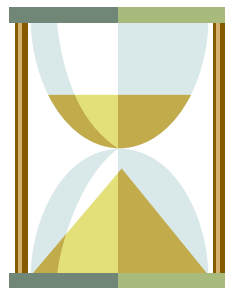
Of all the SLPs who answered the question, 64% worked full-time. However, 52% of those who received an hourly wage and 59% of those who were paid per visit worked full-time (see Figure 2).

Figure 2. Employment Basis and Status



n = 1,947

The remainder of this report will present data that describe the *hourly* wage earners and the SLPs who receive a *per visit* wage.



Hourly Wage

For hourly wage earners, most of the data in this report are divided by the *median* number of hours worked. Half of the SLPs who received an hourly wage worked 30 or fewer hours per week, and half worked more than that.

Creating Two Categories

Salaries and wages are traditionally presented in ASHA reports as a function of various demographic characteristics, such as facilities, years of experience, and region of the country. A minimum of 25 individuals in a category must have answered relevant questions for data to be presented.

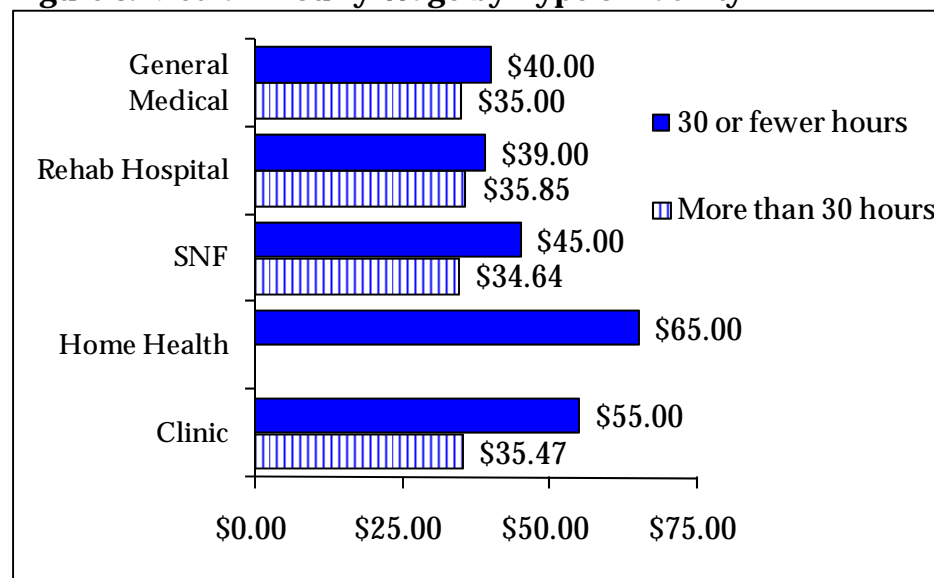
Overall Average Wage

The overall median hourly wage was \$45.00 for SLPs who were employed up through 30 hours weekly and \$36.00 for those who worked more hours (see Appendix, Table 2).

Type of Facility

There was more variability across facilities for SLPs working up through 30 hours than for those working more hours. Wages for SLPs working up to the median number of hours ranged from \$39.00 in rehab hospitals to \$65.00 in home health agencies and clients' homes. The range of median wages for SLPs working more than 30 hours was from \$34.64 in SNFs to \$35.85 in rehab hospitals (see Figure 3 and Appendix, Table 2).

Figure 3. Median Hourly Wage by Type of Facility



n = 962

Function

The only function reported by a sufficient number of respondents (i.e., 25 or more) was clinical service provider. The median hourly wage for *clinical service providers* who worked up to 30 hours was \$45.00, compared with \$36.00 for those working more hours (see Appendix, Table 3).

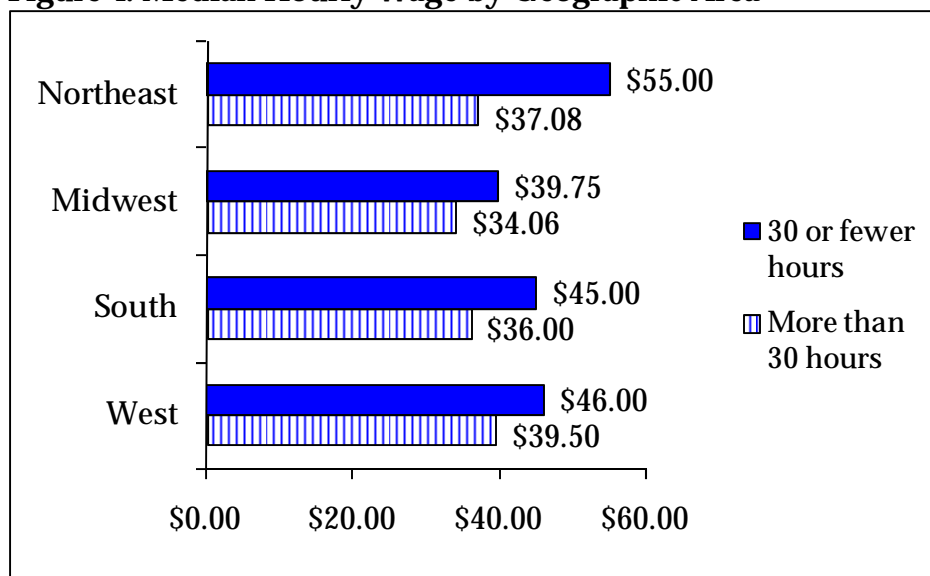
Highest Degree

Nearly all (98%) of the hourly wage earners held a master's as their highest degree. Despite there being 52 SLPs who reported having earned a doctoral degree, only 22 of them received an hourly wage. The result is that wages are not presented by highest degree.

Geographic Region

Median hourly wages for both groups of SLPs (those working 30 or fewer hours and those working more than 30 hours) were lowest in the Midwest: \$39.75 and \$34.06, respectively. Highest hourly wages were in the Northeast (\$55.00) for SLPs working 30 or fewer hours and in the West (\$39.50) for those working more hours (see Figure 4 and Appendix, Table 4).

Figure 4. Median Hourly Wage by Geographic Area



n = 1,012

When earnings were analyzed by both geographic area and type of facility, nearly half of those categories had insufficient numbers of cases for data to be presented. Of those that could be shown, however, the highest average wages were in outpatient clinics or offices: \$80.00 in the Northeast for SLPs who worked 30 or fewer hours and \$40.40 in the West for those who worked longer hours (see Appendix, Table 4).

Population Density

For SLPs working 30 or fewer hours, median wages were highest in suburban areas:

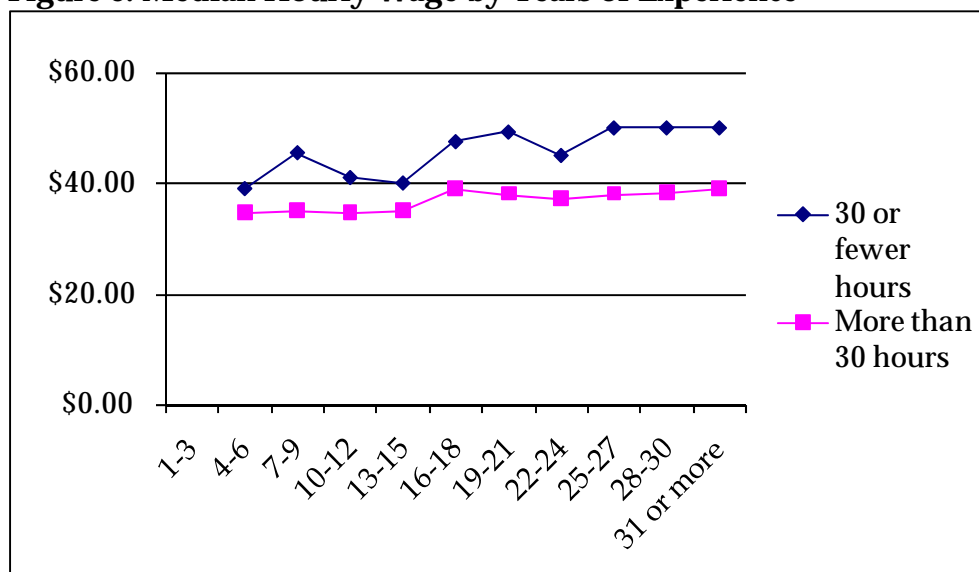
- \$48.00 in suburban areas
- \$42.25 in metropolitan/urban areas
- \$42.00 in rural areas

Median wages for SLPs who worked the longer workweek varied by a little more than \$1.00, earning a median of \$35.50 in suburban areas and \$36.85 in urban areas (see Appendix, Table 5).

Years of Experience

Wages were higher at each level of experience for SLPs who worked 30 or fewer hours than they were for those who worked longer workweeks. Moreover, the range between lowest and highest median hourly wages was greater for SLPs working 30 or fewer hours (\$39.00 to \$50.00) than for those working more hours (\$34.50 to \$39.00; see Figure 5).

Figure 5. Median Hourly Wage by Years of Experience



n = 1,003

Private Practice Owner

The median hourly wage for SLPs who were private practice owners was \$75.00 for those working up to 30 hours per week and \$50.00 for those working a longer workweek (not shown in appended table). Additional information about private practice owners can be found in a separate report.



Per Visit Wage

Nine percent of the SLPs who participated in this survey were paid on a per visit basis (see Figure 1).

Overall Average Wage

Their overall median per visit wage was \$65.00.

Type of Facility

Only two types of facilities had sufficient numbers to allow reporting of per visit wages. The median per visit wage in *home health agencies or clients' homes* was \$65.00 ($n = 139$), compared with \$75.00 in *outpatient clinics or offices* ($n = 27$).

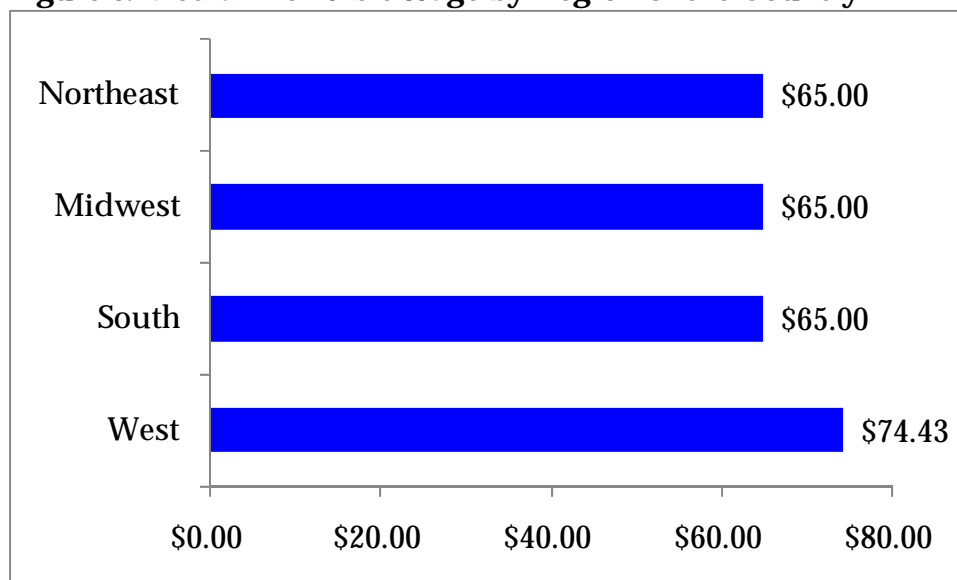
Function

The only function reported by a sufficient number of respondents was clinical service provider. The median per visit wage for *clinical service providers* was \$65.00 ($n = 159$).

Geographic Region

Per visit wages were highest in the *West* (\$74.43; see Figure 6).

Figure 6. Median Per Visit Wage by Region of the Country



$n = 174$

Population Density

Per visit wages were highest in urban areas and lowest in rural areas:

- \$67.88 in metropolitan/urban areas
- \$65.00 in suburban areas
- \$63.50 in rural areas

Other Predictors

Not enough respondents provided years of experience data, and only one SLP earning a per visit wage held a doctorate degree, so results are not available by either experience or highest degree.

Survey Notes and Method- ology

Response Rate

The 20-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions to better meet affiliates' needs. This 2009 ASHA SLP Health Care Survey is one of the replacements and melds topics from both the Omnibus Surveys and previous SLP Health Care Surveys.

The survey was mailed in March 2009 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Second (April) and third (May) mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

The sample was a random sample, stratified by type of facility and by private practice. Small groups, such as pediatric hospitals, were oversampled. Therefore, where results are reported for all respondents ("total"), either in text or tables, they have been weighted to reflect the actual distribution of SLPs in each type of facility within ASHA. All other results, including the number of respondents (*n*) shown, are unweighted.

Of the original 4,000 SLPs in the sample, 11 were retired, 22 had bad addresses, 18 were not employed in the field, and 169 were employed in other types of facilities, leaving 3,780 possible respondents. The actual number of respondents was 2,064, resulting in a 54.6% response rate. The results presented in this report are based on responses from those 2,064 individuals.

Other Reports

Results from the 2009 SLP Health Care Survey are presented in a series of reports:

- Survey Summary Report
- Caseload Characteristics
- Workforce and Work Conditions
- Annual Salary Report
- Hourly and Per Visit Wage Report
- Private Practice Owners
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2009). *ASHA SLP Health Care Survey 2009: Hourly and per visit wage report*. Rockville, MD: Author.

Supplemental Sources

American Speech-Language-Hearing Association. (2007). *ASHA SLP Health Care Survey 2007: Hourly salary report*. Available from www.asha.org.

Wage and salary data may also be available from other sources, such as state associations, state departments of education, state departments of labor, and school districts. Suggested Web sites include the following:

www.bls.gov/bls/blswage.htm

www.bls.gov/oco/ocos099.htm

www.capcsd.org/survey/2007/2005-2006CAPCSDPreliminarySalarySurveyData.pdf

www.salary.com

To compare cost of living:

www.homefair.com/real-estate/salary-calculator.asp?cc=1

www.bestplaces.net/COL/

Additional Information

For additional information regarding the 2009 SLP Health Care Survey, please contact Amy Hasselkus, Associate Director of Health Care Services, at 800-498-2071, ext. 5686, ahasselkus@asha.org, or Janet Brown, Director of Health Care Services, at ext. 5679, jbrown@asha.org. To learn more about resources for ASHA members working in health care, visit ASHA's Web site at www.asha.org/members/slp/healthcare.

Thank You

ASHA would like to thank the SLPs who completed the 2009 Health Care Survey. Reports like this one are only possible because people like *you* participated.

Appendix: Data Tables



Table 1: Salary Basis

Q. 11 How are you paid in your <u>primary</u> job? (Percent) Analyses limited to respondents who met the following criterion: ❖ CCC-SLP							
Salary Basis	Total	General Medical	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
	(n = 1,916)	(n = 381)	(n = 148)	(n = 67)	(n = 449)	(n = 298)	(n = 543)
Annual salary	34.8	35.2	48.6	52.2	19.4	24.8	44.0
Per hour	56.2	64.3	51.4	47.8	80.4	28.2	50.6
Per home health visit	9.0	0.5	0.0	0.0	0.2	47.0	5.3

Table 2: Hourly Wage by Type of Facility

Q. 13 If you are paid on an hourly basis, indicate the hourly rate you earn for all logged time associated with your principal professional employment. *Include your hourly salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses, commissions, and supplements should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Received an hourly salary of at least \$1

Percentile	Total	General Medical	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
30 or fewer hours							
	(n = 556)	(n = 116)	(n = 41)	(n = 20)	(n = 132)	(n = 65)	(n = 176)
25th	\$36.00	\$33.18	\$31.27	n < 25	\$39.25	\$40.00	\$38.00
50th (median)	\$45.00	\$40.00	\$39.00		\$45.00	\$65.00	\$55.00
75th	\$60.00	\$45.00	\$45.00		\$51.50	\$93.50	\$84.25
More than 30 hours							
	(n = 463)	(n = 113)	(n = 31)	(n = 12)	(n = 210)	(n = 15)	(n = 78)
25th	\$32.77	\$31.80	\$32.96	n < 25	\$34.00	n < 25	\$30.00
50th (median)	\$36.00	\$35.00	\$35.85		\$34.64		\$35.47
75th	\$41.00	\$40.75	\$39.00		\$41.00		\$54.00

Table 3: Hourly Wage for Clinical Service Providers

Q. 13 If you are paid on an hourly basis, indicate the hourly rate you earn for all logged time associated with your principal professional employment. *Include your hourly salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses, commissions, and supplements should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Received an hourly salary of at least \$1

Percentile	Total	General Medical	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
30 or fewer hours							
	(n = 538)	(n = 114)	(n = 40)	(n = 18)	(n = 129)	(n = 63)	(n = 168)
25th	\$36.00	\$33.02	\$31.13	n < 25	\$39.50	\$40.00	\$38.00
50th (median)	\$45.00	\$40.00	\$37.50		\$45.00	\$65.00	\$55.50
75th	\$60.00	\$45.00	\$45.00		\$51.00	\$90.00	\$84.25
More than 30 hours							
	(n = 438)	(n = 108)	(n = 29)	(n = 10)	(n = 199)	(n = 14)	(n = 74)
25th	\$32.41	\$31.37	\$31.98	n < 25	\$34.00	n < 25	\$30.00
50th (median)	\$36.00	\$34.12	\$35.47		\$36.60		\$35.00
75th	\$40.57	\$40.00	\$38.50		\$40.00		\$50.00

Table 4: Median Hourly Wage by Region of the Country

Q. 13 If you are paid on an hourly basis, indicate the hourly rate you earn for all logged time associated with your principal professional employment. *Include your hourly salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses, commissions, and supplements should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Received an hourly salary of at least \$1

Region	Total		General Medical		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
30 or fewer hours														
Northeast	119	\$55.00	19	<i>n</i> < 25	9	<i>n</i> < 25	3	<i>n</i> < 25	32	\$51.00	21	<i>n</i> < 25	35	\$80.00
Midwest	130	\$39.75	29	\$34.00	9		1		46	\$44.00	12		32	\$39.00
South	175	\$45.00	43	\$40.00	17		9		30	\$46.50	13		59	\$51.00
West	129	\$46.00	24	<i>n</i> < 25	5		7		23	<i>n</i> < 25	19		50	\$53.50
More than 30 hours														
Northeast	56	\$37.08	13	<i>n</i> < 25	5	<i>n</i> < 25	1	<i>n</i> < 25	27	\$37.00	4	<i>n</i> < 25	6	<i>n</i> < 25
Midwest	139	\$34.06	30	\$32.43	5		3		72	\$36.13	3		24	
South	176	\$36.00	43	\$34.00	10		7		90	\$36.76	4		21	
West	88	\$39.50	27	\$40.27	11		0		19	<i>n</i> < 25	4		26	

- Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
- Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
- South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia
- West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Table 5: Median Hourly Wage by Population Density

Q. 13 If you are paid on an hourly basis, indicate the hourly rate you earn for all logged time associated with your principal professional employment. *Include your hourly salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses, commissions, and supplements should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Received an hourly salary of at least \$1

Population Density	Total		General Medical		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
30 or fewer hours														
Metropolitan/urban	188	\$42.25	43	\$40.00	21	<i>n</i> < 25	17	<i>n</i> < 25	31	\$43.00	20	<i>n</i> < 25	55	\$56.00
Suburban	285	\$48.00	50	\$38.28	18		3		72	\$47.50	37	\$60.00	100	\$57.00
Rural	75	\$42.00	22	<i>n</i> < 25	2		0		25	\$50.00	7	<i>n</i> < 25	19	<i>n</i> < 25
More than 30 hours														
Metropolitan/urban	185	\$36.85	59	\$35.00	13	<i>n</i> < 25	8	<i>n</i> < 25	64	\$38.00	7	<i>n</i> < 25	34	\$40.50
Suburban	176	\$35.50	36	\$33.73	12		2		88	\$36.04	3		32	\$33.30
Rural	99	\$36.00	18	<i>n</i> < 25	6		1		57	\$37.00	4		12	