



ASHA
Speech-Language Pathology
Dedicated to Advancing the Profession
of Speech-Language Pathology

SLP HEALTH CARE 2023 SURVEY

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 2023. We designed the survey to provide information about health care–based service delivery and to update and expand information gathered during previous *SLP Health Care Surveys*. We presented the results in a series of reports.

This report addresses only questions on the survey pertaining to hourly and per-visit wages. We drew data from six types of health care facilities: general medical, Veterans Affairs (VA), military, long-term acute care (LTAC), or university hospitals; home health agencies or clients' homes; outpatient clinics or offices; pediatric hospitals; rehabilitation (rehab) hospitals; and skilled nursing facilities (SNFs).

Highlights

❖ **Hourly**

- ◆ 51% of SLPs received an hourly wage.
- ◆ 58% of hourly wage earners worked full time.
- ◆ Median hourly wages were as follows:
 - \$50.00 for SLPs who worked part time
 - \$45.00 for SLPs who worked full time
- ◆ Highest hourly wages were as follows:
 - ◆ \$54.00 for SLPs who worked part time in home health agencies or clients' homes
 - ◆ \$51.00 for SLPs who worked full time in home health agencies or clients' homes
- ◆ For SLPs who worked full time, highest median hourly wages were in the West (\$50.53).

❖ **Per Visit**

- ◆ 16% of SLPs received a per-visit wage.
- ◆ 61% of per-visit wage earners worked full time.
- ◆ 49% of per-visit wage earners typically worked off the clock daily.
- ◆ The median per-visit wage was \$62.16.
- ◆ The median per-visit wage was highest in the Midwest and West (\$70.00).

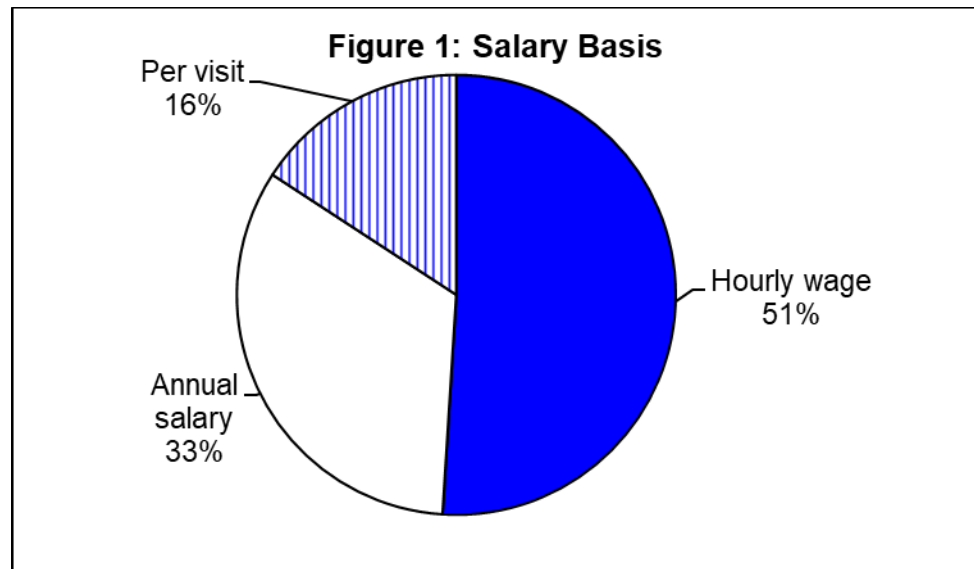
Salaries

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 were employed full- or part time, 51% reported that they worked for an hourly wage, 33% received an annual salary, and 16% received a per-visit wage (see Figure 1 and Appendix, Table 1).

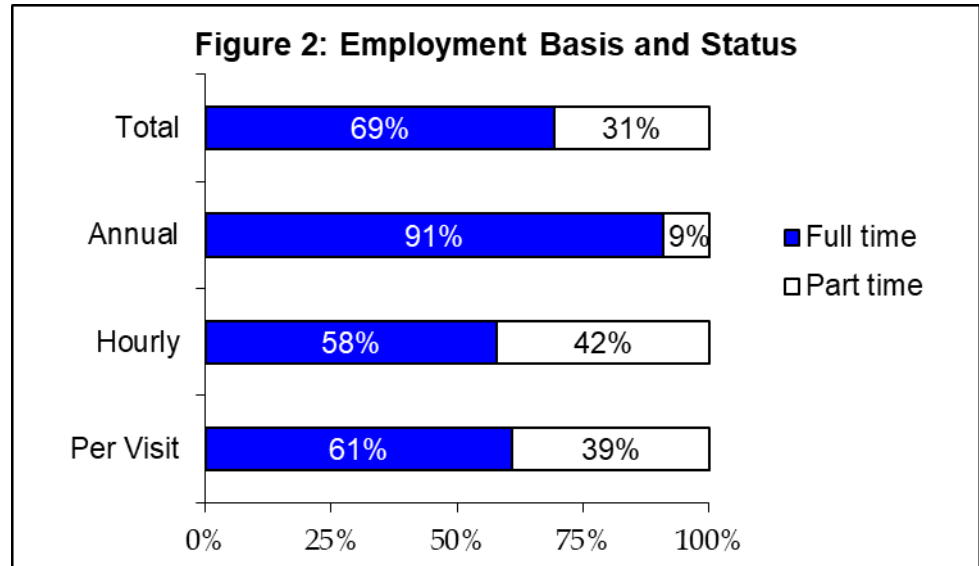


Note. $n = 1,663$.

More than half of the SLPs in pediatric hospitals (56%) received an annual wage. More than half of the SLPs in rehab hospitals (53%), in general medical, VA, military, LTAC, or university hospitals (65%), and in SNFs (88%) received an hourly wage; and more than half in home health agencies or clients' homes (51%) received a per-visit wage. Salary basis for SLPs in outpatient clinics or offices was split nearly evenly between annual salary (43%) and hourly wage (40%), with only a few receiving a per-visit wage (17%; see Appendix, Table 1).

Employment Status

Among all survey respondents, 69% worked full time, but this varied by the type of pay SLPs received: 91% of those who received an annual salary, 58% of those who received an hourly wage, and 61% of those who received a per-visit wage worked full time (see Figure 2).



Note. n = 1,672.

Number of Employers

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

Clinical service providers who received an hourly wage worked for an average (mean) of 1.5 employers (median = 1.0; n = 782). Those who received a per-visit wage worked for an average of 1.9 employers (median = 1.0; n = 200).

Off-the-Clock Work

Nearly half of the SLPs who were primarily clinical service providers and who received a per-visit wage performed off-the-clock work daily compared with fewer than one quarter of the clinical service providers who received an hourly wage (see Table 1).

Frequency	Per Hour (n = 806)	Per Visit (n = 244)
Yes—typically daily	14%	49%
Yes—typically a few times a week	20%	27%
Yes—typically a few times a month	20%	8%
No—never	46%	16%

Hourly Wage

We divided most of the data for hourly wage earners into those who worked full time and those who worked part time.

We traditionally present salaries and wages 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 in order for us to present the data.

Overall Average Wage

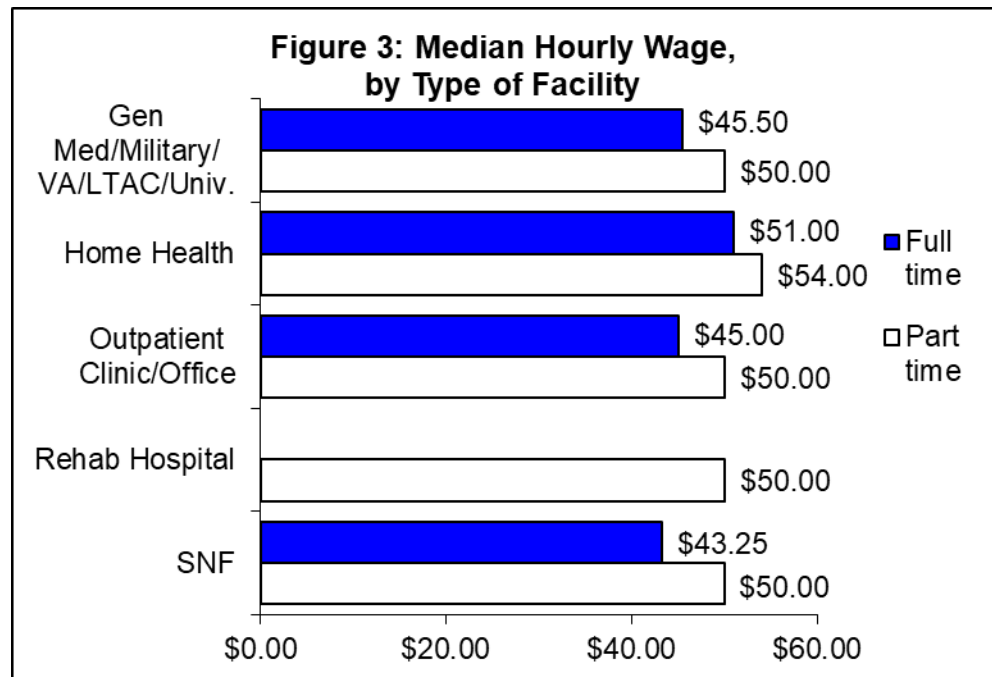
The overall median hourly wage was \$50.00 for SLPs who worked part time and \$45.00 for those who worked full time (see Appendix, Table 2).

Highest Degree

Nearly all (98%) of the hourly wage earners held a master's as the highest degree. We cannot report the median hourly wage for doctorate holders because there were only 14 of them. The median was \$46.68 for the SLPs who held a master's degree ($n = 802$).

Facility

Median wages for SLPs working part time ranged from \$50.00 to \$54.00. The range of median wages for SLPs working full time was from \$43.25 to \$51.00. Too few SLPs who were employed full time in rehab hospitals and too few SLPs in pediatric hospitals at either salary basis reported hourly wages for their data to be included (see Figure 3 and Appendix, Table 2).



Note. $n = 740$.

Function

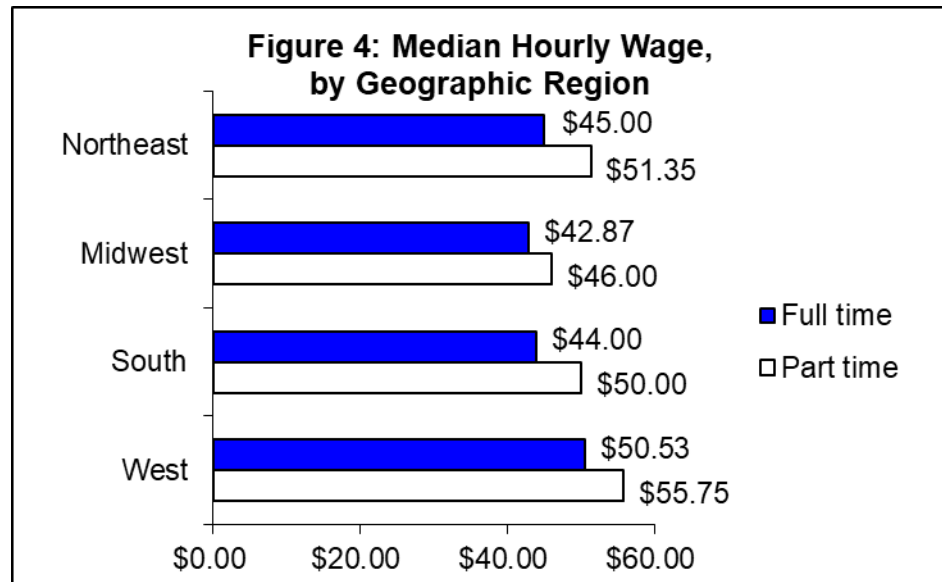
The median wage was \$50.00 for SLPs who were primarily clinical service providers and who worked part time and was \$44.50 for those who worked full time (see Appendix, Table 3).

Too few SLPs who were primarily administrators but who saw some clients provided their hourly wage to be enable us to separate them into full time and part time; but when full time and part time were combined, their median hourly wage was \$50.00 ($n = 26$).

Too few SLPs who were exclusively administrators or supervisors received an hourly wage ($n = 3$) to report their data.

Geographic Region

Median hourly wages for SLPs working part time (\$46.00) or full time (\$42.87) were lowest in the Midwest. Highest median hourly wages for SLPs working full time (\$50.53) or part time (\$55.75) were in the West (see Figure 4).



Note. $n = 821$.

Population Density

For part-time SLPs, median wages showed little variability:

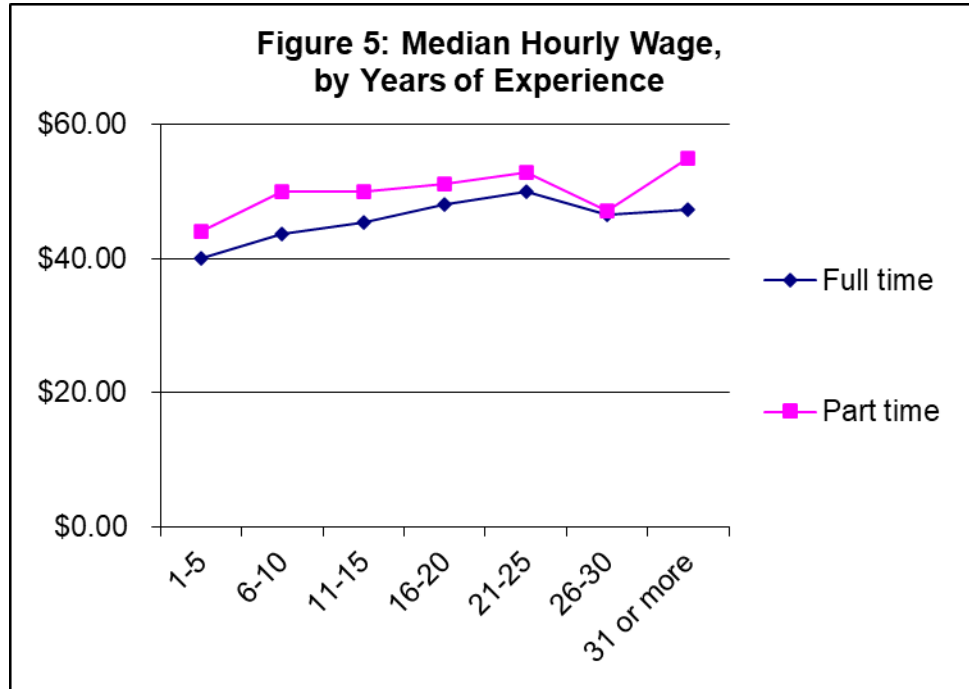
- \$50.00 in city/urban areas
- \$50.00 in suburban areas
- \$49.00 in rural areas

For full-time SLPs, median hourly wages showed slightly more variability:

- \$45.00 in city/urban areas
- \$45.00 in suburban areas
- \$43.17 in rural areas

Years of Experience

We divided years of experience into 5-year increments. Median hourly wages were higher at each level of experience for part-time SLPs than they were for full-time SLPs. The difference in median wages between full- and part-time SLPs was narrowest for those with 26–30 years of experience (\$0.62; see Figure 5).



Note. n = 817.



Per-Visit Wage

Sixteen percent of participants in this survey were paid on a per-visit basis (see Figure 1).

Overall Average Wage

Their overall median per-visit wage was \$62.16 ($n = 256$).

Facility

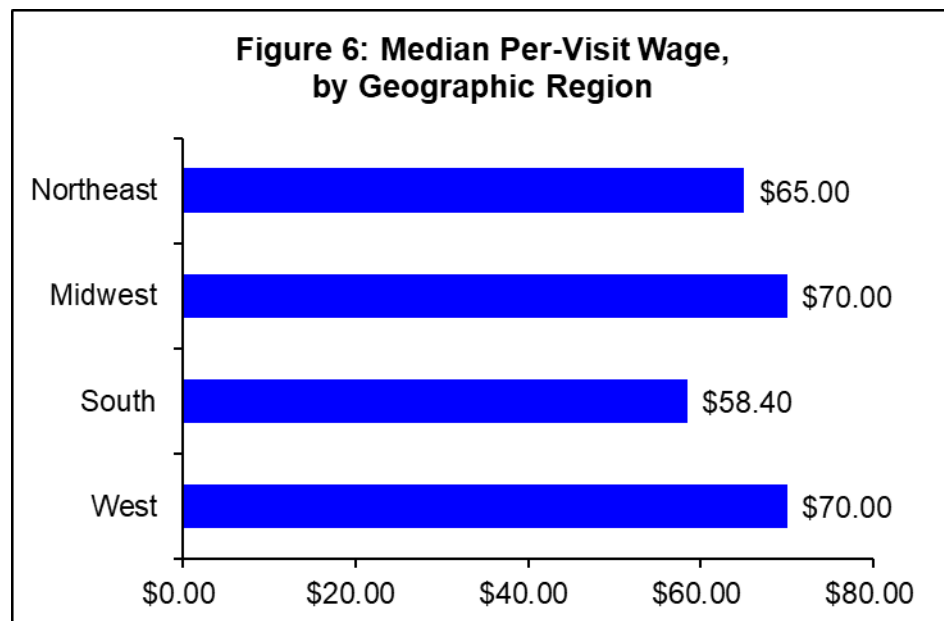
Only two types of facilities had sufficient numbers of respondents to allow reporting of per-visit wages. The median per-visit wage was \$66.88 in home health agencies or clients' homes ($n = 137$) and was \$50.00 in outpatient clinics or offices ($n = 109$).

Function

Only SLPs who were primarily clinical service providers had a sufficiently large number of respondents to report their median per-visit wage: \$62.35 ($n = 243$).

Geographic Region

The median per-visit wage was highest in the Midwest and West (\$70.00; $p = .000$; see Figure 6).



Note. $n = 257$.

Years of Experience

Median per-visit wages increased in 5-year increments from \$50.00 at 1–5 years, to \$65.00 at 6–10 years, \$62.57 at 11–15 years, \$70.00 at both 16–20 and 21–25 years, to \$60.00 at 26 or more years.

Excluded Variables

Population density had no effect on per-visit wages ($p = .499$), and too few respondents with doctoral degrees ($n = 2$) reported a per-visit wage to present data by highest degree.

Survey Notes and Methodology

We have fielded the *ASHA SLP Health Care Survey* in odd-numbered years since 2005 to gather information of interest to the profession. Members, volunteer leaders, and staff rely on data from the survey to better understand the priorities and needs of SLPs.

We fielded the survey via postal mail on February 2, March 9, and April 19, 2023, to a random sample of 5,000 ASHA-certified SLPs who were employed in health care settings in the United States. The sample was a random sample, stratified by type of facility. We oversampled small groups, such as pediatric hospitals. We used weighting when presenting data to reflect the actual distribution of SLPs in each type of facility.

Response Rate

Of the original 5,000 SLPs in the sample, 6 had retired, 42 had unusable addresses, and 89 were not currently employed in health care. The actual number of respondents was 1,677, resulting in a 34.5% response rate. The results presented in this report are based on responses from those 1,677 individuals.

Survey Reports

Results from the *ASHA 2023 SLP Health Care Survey* are presented in a series of reports at www.asha.org:

- Survey Summary
- Workforce
- Practice Issues
- Caseload Characteristics
- Annual Salaries
- Hourly and Per-Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2023). *ASHA 2023 SLP Health Care Survey: Hourly and per-visit wage report*. www.asha.org.

Supplemental Resources

Salary data may also be available from other sources, such as state associations and state departments of labor. Suggested websites include the following:

American Speech-Language-Hearing Association (n.d.). *Determining salary*. <https://careers.asha.org/getting-the-job/determining-salary/>

Bureau of Labor Statistics, U.S. Department of Labor. (2022a). *Occupational employment and wage statistics: May 2022 occupation profiles*. <https://www.bls.gov/oes/current/oes291127.htm>

Bureau of Labor Statistics, U.S. Department of Labor. (2022b.). *Occupational outlook handbook: Speech-language pathologists*. <https://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm>

Note: State-level salary data are available by searching on occupational category 29-1127 at <https://www.bls.gov/oes/tables.htm>

Additional Information

For additional information regarding the *ASHA 2023 SLP Health Care Survey*, please contact Monica Sampson, director, Health Care Services in Speech–Language Pathology, 800-498-2071, ext. 5686, msampson@asha.org.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2023 SLP Health Care Survey*. Reports like this one are possible only because people like *you* participate.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.



Appendix: State Listings and Data Tables



Regions of the Country

Northeast

- ◆ Middle Atlantic
 - New Jersey
 - New York
 - Pennsylvania
- ◆ New England
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

South

- ◆ East South Central
 - Alabama
 - Kentucky
 - Mississippi
 - Tennessee
- ◆ South Atlantic
 - Delaware
 - District of Columbia
 - Florida
 - Georgia
 - Maryland
 - North Carolina
 - South Carolina
 - Virginia
 - West Virginia
- ◆ West South Central
 - Arkansas
 - Louisiana
 - Oklahoma
 - Texas

Midwest

- ◆ East North Central
 - Illinois
 - Indiana
 - Michigan
 - Ohio
 - Wisconsin
- ◆ West North Central
 - Iowa
 - Kansas
 - Minnesota
 - Missouri
 - Nebraska
 - North Dakota
 - South Dakota

West

- ◆ Mountain
 - Arizona
 - Colorado
 - Idaho
 - Montana
 - Nevada
 - New Mexico
 - Utah
 - Wyoming
- ◆ Pacific
 - Alaska
 - California
 - Hawaii
 - Oregon
 - Washington

Table 1: Salary Basis

8. How are you paid in your main job? (Percentages)							
Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP							
❖ Employed full time or part time							
Basis	Facility Type						
	All Facility Types (n = 1,663)	General/VA/ Military/ LTAC/ University Hospital (n = 222)	Home Health/ Client's Home (n = 277)	Outpatient Clinic/Office (n = 649)	Pediatric Hospital (n = 50)	Rehab Hospital (n = 105)	Skilled Nursing Facility (n = 291)
Primarily annual salary	33.2	33.8	23.5	43.0	56.0	45.7	12.0
Primarily per hour (SKIP to Q. 10.)	51.0	65.3	26.0	39.6	44.0	53.3	88.0
Primarily per home visit (SKIP to Q. 12.)	15.8	0.9	50.5	17.4	0.0	1.0	0.0
	Statistical significance: $\chi^2(10) = 524.7, p = .000$, Cramer's $V = .408$ <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by facility type.						

Table 2: Hourly Wage, by Type of Facility

<p>10. If you are paid on an <u>hourly basis</u>, what is the hourly rate you receive at your primary job? Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1</p>							
Hourly rate	Facility Type						
	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Employed Full Time							
	<i>n</i> = 477	<i>n</i> = 60	<i>n</i> = 40	<i>n</i> = 139	<i>n</i> = 13	<i>n</i> = 24	<i>n</i> = 181
25th percentile	\$40.00	\$40.00	\$44.16	\$39.10	(n < 25)	(n < 25)	\$40.98
50th percentile (Median)	\$45.00	\$45.50	\$51.00	\$45.00			\$43.25
75th percentile	\$50.00	\$50.55	\$79.96	\$50.53			\$46.73
Mean	\$47.45	\$47.21	\$62.40	\$47.21			\$44.01
Standard deviation	\$13.76	\$9.81	\$27.80	\$13.28			\$5.64
Mode	\$42.00	\$50.00	\$45.00	\$40.00			\$42.00
		Statistical significance: $F(5, 451) = 14.7, p = .000$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.					
(Table 2 continues on next page.)							

Table 2 (Continued): Hourly Wage, by Type of Facility

10. (cont'd) If you are paid on an <u>hourly basis</u> , what is the hourly rate you receive at your primary job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1 							
Hourly rate	Facility Type						
	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Employed Part Time							
	<i>n</i> = 344	<i>n</i> = 83	<i>n</i> = 28	<i>n</i> = 111	<i>n</i> = 8	<i>n</i> = 30	<i>n</i> = 68
25th percentile	\$45.00	\$45.00	\$44.00	\$43.00	<i>(n</i> < 25)	\$44.16	\$46.00
50th percentile (Median)	\$50.00	\$50.00	\$54.00	\$50.00		\$50.00	\$50.00
75th percentile	\$55.00	\$54.00	\$80.49	\$60.00		\$55.00	\$55.00
Mean	\$52.29	\$49.76	\$67.24	\$52.90		\$49.90	\$50.56
Standard deviation	\$15.00	\$7.85	\$36.22	\$14.81		\$7.76	\$6.44
Mode	\$50.00	\$50.00	\$44.00	\$50.00		\$55.00	\$55.00
		Statistical significance: $F(5, 322) = 6.8, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.					

Table 3: Hourly Wage for Clinical Service Providers

10. If you are paid on an <u>hourly basis</u> , what is the hourly rate you receive at your primary job? Analyses limited to respondents who met the following criteria: <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Primarily clinical service provider ❖ Paid primarily per hour ❖ Hourly wage of at least \$1 							
Hourly rate	Facility Type						
	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Employed Full Time							
	<i>n</i> = 452	<i>n</i> = 59	<i>n</i> = 38	<i>n</i> = 128	<i>n</i> = 13	<i>n</i> = 24	<i>n</i> = 172
25th percentile	\$40.00	\$40.00	\$44.00	\$39.00	<i>(n</i> < 25)	<i>(n</i> < 25)	\$40.67
50th percentile (Median)	\$44.50	\$45.25	\$50.00	\$45.00			\$43.00
75th percentile	\$50.00	\$50.55	\$76.96	\$50.46			\$46.63
Employed Part Time							
	<i>n</i> = 335	<i>n</i> = 81	<i>n</i> = 28	<i>n</i> = 107	<i>n</i> = 8	<i>n</i> = 30	<i>n</i> = 66
25th percentile	\$45.00	\$44.75	\$44.00	\$43.00	<i>(n</i> < 25)	\$44.16	\$46.00
50th percentile (Median)	\$50.00	\$50.00	\$54.00	\$50.00		\$49.50	\$50.00
75th percentile	\$55.00	\$54.50	\$80.49	\$60.00		\$55.00	\$55.00

9/22/23