SLP Health Care SURVEY 2011

Hourly and Per Visit Wage Report

For additional information, please contact
Jeanette Janota, Surveys & Information Team
American Speech-Language-Hearing Association
Rockville, MD 20850
800-498-2071, ext. 8738
jjanota@asha.org
Contents

Executive Summary .....................................................................................................................1

Salaries ...........................................................................................................................................2
  Salary Basis ........................................................................................................................2
  Employment Status .............................................................................................................3

Hourly Wage .................................................................................................................................3
  Creating Two Categories .................................................................................................3
  Overall Average Wage .......................................................................................................4
  Type of Facility ..................................................................................................................4
  Function ..............................................................................................................................4
  Highest Degree ..................................................................................................................4
  Geographic Region ...........................................................................................................5
  Population Density ...........................................................................................................5
  Years of Experience ...........................................................................................................6
  Private Practice Owner .....................................................................................................6

Per Visit Wage ............................................................................................................................6
  Overall Average Wage .......................................................................................................6
  Type of Facility ..................................................................................................................7
  Function ..............................................................................................................................7
  Geographic Region ...........................................................................................................7
  Population Density ...........................................................................................................7
  Other Predictors ..................................................................................................................7

Survey Notes and Methodology ...............................................................................................8
  Response Rate ....................................................................................................................8
  Survey Reports ..................................................................................................................8

Suggested Citation .......................................................................................................................9

Supplemental Sources .................................................................................................................9

Additional Information ..............................................................................................................9

Thank You .....................................................................................................................................9

Appendix: Data Tables .............................................................................................................10
  Table 1: Salary Basis ....................................................................................................11
  Table 2: Hourly Wage by Type of Facility .....................................................................12
  Table 3: Hourly Wage for Clinical Service Providers ..................................................13
Table 4: Median Hourly Wage by Region of the Country ..................................14

Figures
Figure 1: Salary Basis ........................................................................................2
Figure 2: Employment Basis and Status .............................................................3
Figure 3: Median Hourly Wage by Type of Facility .........................................4
Figure 4: Median Hourly Wage by Geographic Area .......................................5
Figure 5: Median Hourly Wage by Years of Experience ....................................6
Figure 6: Median Per Visit Wage by Region of the Country ............................7
The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2011. The survey was designed to provide information about health care–based service delivery and to update and expand information gathered during previous SLP 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.

### Highlights:

#### Hourly
- 55% received an hourly wage.
- 56% of hourly wage earners worked full-time.
- Median hourly wages were:
  - $36.88 for more than 30 weekly hours
  - $45.00 for 30 or fewer hours
- Highest hourly wages were:
  - In the West ($40.00) for SLPs working more than 30 hours
  - In the Northeast ($55.00) for SLPs working 30 or fewer hours

#### Per Visit
- 11% received a per visit wage.
- 49% of per visit SLPs worked full-time.
- Median per visit wage was $60.00.
- Median per visit wage was $62.00 in home health agencies or clients’ homes and $56.15 in outpatient clinics or offices.
- Median per visit wage was $66.17 in the Midwest.
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.

Of the SLPs who responded to the 2011 Health Care Survey, 55% reported that they worked for an hourly wage, and 11% were paid per visit (see Figure 1 and Appendix, Table 1).

SLPs in home health agencies or clients’ homes (53%) were more likely to receive a per visit wage than an annual salary or hourly wage. SLPs in rehab hospitals (51%), outpatient clinics or offices (52%), general medical hospitals (61%), and SNFs (79%) were more likely to receive an hourly wage, and SLPs in pediatric hospitals (67%) were more likely to receive an annual salary (see Appendix, Table 1).
Of all the SLPs who answered the question, 67% worked full-time. However, 56% of those who received an hourly wage and 49% of those who were paid per visit worked full-time (see Figure 2).

Figure 2. Employment Basis and Status

<table>
<thead>
<tr>
<th></th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>Annual</td>
<td>90%</td>
<td>10%</td>
</tr>
<tr>
<td>Hourly</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>Per Visit</td>
<td>49%</td>
<td>51%</td>
</tr>
</tbody>
</table>

n = 2,364

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

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.
The overall median hourly wage was $45.00 for SLPs who were employed up through 30 hours weekly and $36.88 for those who worked more hours (see Appendix, Table 2).

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 $37.08 in rehab hospitals to $57.94 in home health agencies and clients’ homes. The range of median wages for SLPs working more than 30 hours was from $34.00 in general medical hospitals to $38.00 in SNFs. Too few SLPs in pediatric hospitals reported wages for their data to be included (see Figure 3 and Appendix, Table 2).

n = 1,160
SNF = skilled nursing facility

The median wage was $40.00 for clinical service providers and $43.11 for administrators/supervisors/directors. The median hourly wage for clinical service providers who worked up to 30 hours was $45.00, compared with $36.42 for those working more hours (see Appendix, Table 3).

Nearly all (97%) of the hourly wage earners held a master’s as their highest degree. The median hourly wage for the 28 doctoral holders was $41.26, compared with $40.00 for the SLPs who had a master’s degree.
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: $39.00 and $34.04, respectively. Highest hourly wages were in the Northeast ($55.00) for SLPs working 30 or fewer hours and in the West ($40.00) for those working more hours (see Figure 4 and Appendix, Table 4).

Figure 4. Median Hourly Wage by Geographic Area

When earnings were analyzed by both geographic area and type of facility, many 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: $71.42 in the Northeast and $65.00 in the West for SLPs who worked 30 or fewer hours (see Appendix, Table 4).

Wages were slightly higher in rural areas than in either suburban or metropolitan areas. For SLPs working 30 or fewer hours, median wages were:

- $42.56 in metropolitan/urban areas,
- $45.00 in suburban areas,
- $45.14 in rural areas.

For SLPs working longer workweeks, wages were:

- $36.00 in metropolitan/urban areas,
- $37.00 in suburban areas,
- $37.74 in rural areas.
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 ($35.88 to $52.00) than for those working more hours ($33.39 to $41.00; see Figure 5).

The median hourly wage for SLPs who were private practice owners or independent contractors was $60.00 for those working up to 30 hours per week and $46.62 for those working a longer workweek (not shown in appended table). Additional information about private practice owners can be found in a separate report.

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

Their overall median per visit wage was $60.00.
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 $62.00 (n = 227), compared with $56.15 in outpatient clinics or offices (n = 25).

The only function reported by a sufficient number of respondents was clinical service provider. The median per visit wage for clinical service providers was $60.00 (n = 260).

Per visit wages were highest in the Midwest ($66.17; see Figure 6).

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

- Northeast: $60.00
- Midwest: $66.17
- South: $60.00
- West: $64.16

Population density had almost no impact on median per visit wages:
- $60.00 in metropolitan/urban areas
- $61.00 in suburban areas
- $60.00 in rural areas

Not enough respondents provided years of experience data, and only seven SLPs earning a per visit wage held a doctorate degree, so results are not available by either experience or highest degree.
The SLP Health Care Survey has been fielded 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.

Results from the 2011 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 Salary Report
- Private Practice Owners
- Survey Methodology, Respondent Demographics, and Glossary

The survey was mailed in February 2011 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Second (March) and third (April) mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

The sample was stratified by type of facility and by private practice. Small groups, such as pediatric hospitals, were oversampled. Therefore, weighting was used when presenting data to reflect the actual distribution of SLPs in each type of facility within ASHA.

Of the original 4,000 SLPs in the sample, 1 was deceased, 1 was retired, 10 had bad addresses, 2 were not employed in the field, and 63 were employed in other types of facilities, leaving 3,923 possible respondents. The actual number of respondents was 2,451, resulting in a 62.5% response rate. The results presented in this report are based on responses from those 2,451 individuals.
Suggested Citation


Supplemental Sources

ASHA SLP Health Care Survey Hourly and Per Visit Wage Reports. www.asha.org/Careers/SalaryData.


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 websites include the following:

www.bls.gov/bls/blswage.htm
www.bls.gov/oco/
www.capcsd.org/survey

Additional Information

For additional information regarding the 2011 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 website at www.asha.org/slp/healthcare.

Thank You

ASHA would like to thank the SLPs who completed the 2011 Health Care Survey. Reports like this one are possible only because people like you participated.

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: Data Tables
### Table 1: Salary Basis

Q. 7 How are you paid in your primary job? (Percentages)

Analyses limited to respondents who met the following criterion:

- CCC-SLP

<table>
<thead>
<tr>
<th>Salary Basis</th>
<th>Total (n = 2,347)</th>
<th>General Medical (n = 403)</th>
<th>Rehab Hospital (n = 194)</th>
<th>Pediatric Hospital (n = 93)</th>
<th>Skilled Nursing Facility (SNF) (n = 632)</th>
<th>Home Health/Client’s Home (n = 437)</th>
<th>Outpatient Clinic/Office (n = 554)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual salary</td>
<td>33.4</td>
<td>39.2</td>
<td>48.6</td>
<td>66.7</td>
<td>20.7</td>
<td>21.0</td>
<td>43.0</td>
</tr>
<tr>
<td>Per hour</td>
<td>55.3</td>
<td>60.6</td>
<td>51.4</td>
<td>33.3</td>
<td>79.1</td>
<td>25.7</td>
<td>52.3</td>
</tr>
<tr>
<td>Per home health visit</td>
<td>11.3</td>
<td>0.2</td>
<td>0.0</td>
<td>0.0</td>
<td>0.2</td>
<td>53.2</td>
<td>4.8</td>
</tr>
</tbody>
</table>

**Statistical significance**

\[ \chi^2(10) = 1107.4, \ p = .000 \]

Cramer’s V = .489

**Conclusion:** There is adequate evidence from the data to say that the responses vary by type of facility.
Table 2: Hourly Wage by Type of Facility

Q. 9  If you are paid on an hourly basis, what is the hourly rate you receive at your main job? (You may include decimals.)
Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Received an hourly salary of at least $1

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(n = 634)</td>
<td>(n = 121)</td>
<td>(n = 49)</td>
<td>(n = 15)</td>
<td>(n = 170)</td>
<td>(n = 82)</td>
<td>(n = 190)</td>
</tr>
<tr>
<td>25th</td>
<td>$36.70</td>
<td>$33.49</td>
<td>$32.18</td>
<td>n &lt; 25</td>
<td>$39.00</td>
<td>$42.96</td>
<td>$37.73</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$45.00</td>
<td>$39.38</td>
<td>$37.08</td>
<td></td>
<td>$45.00</td>
<td>$57.94</td>
<td>$50.00</td>
</tr>
<tr>
<td>75th</td>
<td>$56.00</td>
<td>$45.00</td>
<td>$46.25</td>
<td></td>
<td>$50.00</td>
<td>$74.32</td>
<td>$80.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>(n = 593)</th>
<th>(n = 117)</th>
<th>(n = 48)</th>
<th>(n = 12)</th>
<th>(n = 302)</th>
<th>(n = 23)</th>
<th>(n = 81)</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th</td>
<td>$32.47</td>
<td>$30.01</td>
<td>$30.67</td>
<td>n &lt; 25</td>
<td>$33.60</td>
<td>$30.00</td>
<td>$35.04</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$36.88</td>
<td>$34.00</td>
<td>$35.61</td>
<td></td>
<td>$38.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>75th</td>
<td>$41.00</td>
<td>$40.00</td>
<td>$40.22</td>
<td></td>
<td>$41.17</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Table 3: Hourly Wage for Clinical Service Providers

Q. 9 If you are paid on an hourly basis, what is the hourly rate you receive at your main job? *(You may include decimals.)*

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Received an hourly salary of at least $1
- Clinical service provider

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30 or fewer hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n = 616)</td>
<td>(n = 118)</td>
<td>(n = 46)</td>
<td>(n = 13)</td>
<td>n &lt; 25</td>
<td>(n = 169)</td>
<td>(n = 80)</td>
<td>(n = 184)</td>
</tr>
<tr>
<td>25th</td>
<td>$36.30</td>
<td>$33.68</td>
<td>$32.00</td>
<td>$32.00</td>
<td>$39.00</td>
<td>$42.59</td>
<td>$36.89</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$45.00</td>
<td>$39.58</td>
<td>$36.93</td>
<td>n &lt; 25</td>
<td>$45.00</td>
<td>$56.92</td>
<td>$50.00</td>
</tr>
<tr>
<td>75th</td>
<td>$55.04</td>
<td>$45.00</td>
<td>$45.00</td>
<td>$50.00</td>
<td>$50.00</td>
<td>$74.10</td>
<td>$80.00</td>
</tr>
<tr>
<td>More than 30 hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n = 565)</td>
<td>(n = 117)</td>
<td>(n = 44)</td>
<td>(n = 12)</td>
<td>n &lt; 25</td>
<td>(n = 286)</td>
<td>(n = 19)</td>
<td>(n = 79)</td>
</tr>
<tr>
<td>25th</td>
<td>$32.00</td>
<td>$30.00</td>
<td>$30.05</td>
<td>$32.00</td>
<td>$33.50</td>
<td>n &lt; 25</td>
<td>$30.00</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$36.20</td>
<td>$34.00</td>
<td>$35.00</td>
<td>$37.56</td>
<td>n &lt; 25</td>
<td>$35.05</td>
<td>$44.00</td>
</tr>
<tr>
<td>75th</td>
<td>$41.00</td>
<td>$40.00</td>
<td>$40.00</td>
<td>$41.00</td>
<td>$41.00</td>
<td>$44.00</td>
<td>$44.00</td>
</tr>
</tbody>
</table>
Table 4: Median Hourly Wage by Region of the Country

Q. 9 If you are paid on an hourly basis, what is the hourly rate you receive at your main job? (You may include decimals.)

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Received an hourly salary of at least $1

<table>
<thead>
<tr>
<th>Region</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>Salary</td>
<td>n &lt; 25</td>
<td>n</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
</tr>
<tr>
<td>Northeast</td>
<td>120</td>
<td>$55.00</td>
<td>20</td>
<td>11</td>
<td>1</td>
<td>30</td>
<td>18</td>
</tr>
<tr>
<td>Midwest</td>
<td>172</td>
<td>$39.00</td>
<td>35</td>
<td>$35.00</td>
<td>13</td>
<td>67</td>
<td>20</td>
</tr>
<tr>
<td>South</td>
<td>221</td>
<td>$45.00</td>
<td>35</td>
<td>$40.00</td>
<td>16</td>
<td>50</td>
<td>28</td>
</tr>
<tr>
<td>West</td>
<td>121</td>
<td>$46.00</td>
<td>31</td>
<td>$41.79</td>
<td>8</td>
<td>24</td>
<td>16</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Region</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>Salary</td>
<td>n &lt; 25</td>
<td>n</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
</tr>
<tr>
<td>Northeast</td>
<td>90</td>
<td>$34.79</td>
<td>11</td>
<td>$33.04</td>
<td>12</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>Midwest</td>
<td>164</td>
<td>$34.04</td>
<td>36</td>
<td>33.04</td>
<td>12</td>
<td>112</td>
<td>3</td>
</tr>
<tr>
<td>South</td>
<td>231</td>
<td>$37.00</td>
<td>52</td>
<td>33.83</td>
<td>16</td>
<td>44</td>
<td>10</td>
</tr>
<tr>
<td>West</td>
<td>106</td>
<td>$40.00</td>
<td>19</td>
<td>25</td>
<td>10</td>
<td>2</td>
<td>4</td>
</tr>
</tbody>
</table>

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