



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION

# SLP Health Care Survey Report: Hourly and Per Home Health Visit Wage Trends 2005–2011

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

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Written by Gail Brook, Survey Research Team

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## Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2011 SLP Health Care Survey to gather information about patient caseload, cultural and linguistic diversity, employment and earnings, private practice, and service provision. Results from this survey are compiled in a series of reports, including this report on hourly and per home health visit wage trends. Results from the 2005, 2007, and 2009 ASHA SLP Health Care Surveys are also included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

The wages presented in this report are gross wages (wages prior to deductions). To preserve confidentiality, wages are not presented for groups of less than 25. The statistic that is presented in this report is the median (i.e., middle or 50th percentile). Median wages are presented because they are more stable than means (i.e., averages) and less sensitive to extreme values.

### Survey Report Highlights

- In 2005–2011, the majority (55%–65%) of speech-language pathologists (SLPs) were paid an hourly wage in their primary job.
- In 2009–2011, 9%–11% of SLPs were paid per home health visit in their primary job.
- In 2011, more than half (56%) of SLPs who were paid an hourly wage in their primary job worked full-time, up steadily from 52% in 2009, 48% in 2007, and 45% in 2005.
- In 2011, nearly half (49%) of SLPs who were paid per home health visit in their primary job worked full-time, down from 59% in 2009.
- In 2011, SLPs who worked full- or part-time earned an overall median hourly wage of \$40.00, up slightly from \$39.50 in 2009 (a 1% increase).
- For 2005–2011, SLPs from home health consistently earned a higher median hourly wage than those from other practice settings. (Wages were higher by 16%–98%.)
- In 2011, SLPs who were administrators, supervisors, or directors earned a median hourly wage of \$43.11, up from \$41.24 in 2009 (a 5% increase).
- For 2005–2011, the median hourly wage of SLPs was highest in the Northeast, especially in the Mid-Atlantic states (NY, NJ, and PA). It was lowest in the Midwest, especially in the West North Central states (IA, KS, MN, MO, NE, and SD).
- For 2005–2011, the median hourly wage of SLPs tended to increase with their years of experience in the profession.
- In 2011, the median per home health visit wage was \$60.00, down from \$65.00 in 2009 (an 8% decline).

## Salary Basis

In 2005–2011, the majority (55%–65%) of SLPs were paid at an hourly rate in their primary job (see Table 1). In 2009–2011, a small percentage (9%–11%) were paid per home health visit.

**Table 1.** How SLPs Are Paid in Their Primary Job.

Salary Basis	2005	2007	2009	2011
Annual salary	37%	35%	35%	33%
Per hour	57%	65%	56%	55%
Per home health visit	—	—	9%	11%
Variable	6%	—	—	—

*Note.* Dash indicates that item was not included in survey.

*n* = 1,961 (2005); *n* = 2,271 (2007); *N* = 1,916 (2009); *n* = 2,347 (2011)

## Employment Status

In 2011, the majority (56%) of SLPs who were paid an hourly wage in their primary job worked full-time, up steadily from 52% in 2009, 48% in 2007, and 45% in 2005 (data not shown in any table). In 2011, almost half (49%) of SLPs who were paid per home health visit in their primary job worked full-time, down from 59% in 2009.

## Overall Hourly Wages

In 2011, SLPs who worked full- or part-time earned an overall median hourly wage of \$40.00, up a little from \$39.50 in 2009 (a 1% increase), \$36.85 in 2007, and \$32.67 in 2005 (a 22% increase; see Table 2).

## Hourly Wages by Health Care Setting

The median hourly wage of SLPs varied by their practice setting. For 2005–2011, SLPs from home health continually earned a higher median hourly wage than those from other practice settings. (Wages were higher by 16%–98%.) Those from outpatient clinics and offices had the next highest wage, followed by those in skilled nursing facilities.

**Table 2.** Median Hourly Wages of SLPs by Their Health Care Setting.

Health Care Setting	2005	2007	2009	2011
Overall	\$32.67	\$36.85	\$39.50	\$40.00
General medical hospital	\$30.00	\$34.00	\$37.00	\$36.15
Rehabilitation hospital	\$30.00	\$32.58	\$36.00	\$36.00
Pediatric hospital	\$28.95	\$31.77	\$35.83	\$36.49
Skilled nursing facility	\$32.68	\$35.00	\$39.57	\$39.87
Home health/client's home	\$57.20	\$58.18	\$60.00	\$52.06
Outpatient clinic or office	\$35.00	\$40.20	\$50.00	\$45.00

*n* = 1,099 (2005); *n* = 1,410 (2007); *N* = 1,065 (2009); *n* = 1,250 (2011)

### **Hourly Wages of Clinical Service Providers**

In 2011, SLPs who were clinicians earned a median hourly wage of \$40.00, the same as in 2009 but up from \$36.68 in 2007 and \$32.50 in 2005 (a 23% increase; data not shown in any table).

### **Hourly Wages of Administrators, Supervisors, and Directors**

In 2011, SLPs in administrative or supervisory positions earned a median hourly wage of \$43.11, up from \$41.24 in 2009 (a 5% increase), \$36.72 in 2007, and \$34.31 in 2005 (a 26% increase; data not shown in any table).

### **Hourly Wages of Independent Contractor/Private Practice (Co-)Owners**

In 2011, SLPs who were full- or part-time independent contractor/private practice (co-)owners had a median hourly wage of \$55.22, down considerably from \$70.00 in 2009 (a 21% decline), \$68.95 in 2007, and \$77.40 in 2005, a 29% decline (data not shown in any table).

### **Hourly Wages of Men and Women**

For 2005–2009, male and female SLPs had very similar median hourly wages (varying by no more than \$1.00 per hour each survey year). However, in 2011, male SLPs earned \$3.00 more per hour than female SLPs. In 2011, male SLPs had a median hourly wage of \$43.00, up from \$39.00 in 2009 (a 10% increase), \$37.50 in 2007, and \$33.03 in 2005 (a 30% increase; data not shown in any table).

In 2011, female SLPs had a median hourly wage of \$40.00, the same as in 2009 but up from \$36.76 in 2007 and \$32.50 in 2005 (a 23% increase).



## Hourly Wages by Geographic Region

The median hourly wage of SLPs varied by the geographic area in which they worked. For 2005–2011, SLPs from the Northeast region of the United States consistently earned a higher median hourly wage than those from the Midwest, South, and West regions of the country. (Wages were higher by 1%–36%; see Table 3.)

**Table 3.** Median Hourly Wages of SLPs in Health Care Settings by Their Geographic Region.

Geographic Region	2005	2007	2009	2011
Northeast	\$35.47	\$45.00	\$47.50	\$44.08
Mid-Atlantic	\$40.00	\$50.00	\$54.00	\$46.74
New England	\$32.53	\$36.50	\$41.00	\$40.00
Midwest	\$30.00	\$33.15	\$36.00	\$37.00
East North Central	\$31.01	\$35.01	\$36.87	\$38.93
West North Central	\$29.84	\$30.27	\$33.99	\$33.65
South	\$32.97	\$37.00	\$39.52	\$40.00
East South Central	\$33.03	\$32.06	\$35.00	\$38.00
South Atlantic	\$33.00	\$38.72	\$39.63	\$40.00
West South Central	\$32.00	\$35.84	\$43.00	\$40.00
West	\$35.00	\$38.00	\$43.08	\$42.56
Mountain	\$30.70	\$33.93	\$37.83	\$38.85
Pacific	\$36.42	\$39.64	\$46.00	\$45.04

*n* = 1,093 (2005); *n* = 1,406 (2007); *N* = 1,057 (2009); *n* = 1,265 (2011)

Geographic Region	Corresponding States
Northeast	
Mid-Atlantic	NJ, NY, PA
New England	CT, ME, MA, NH, RI, VT
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
East South Central	AL, KY, MS, TN
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

### Hourly Wages by Type of Community

In 2005 and 2007, SLPs in suburban areas earned about \$3.00–\$4.00 more per hour than those in metropolitan/urban and rural areas (see Table 4). However, in 2009 and 2011, SLPs in metropolitan/urban, suburban, and rural areas earned similar wages (varying by no more than \$1.00–\$2.00 per hour each year).

**Table 4.** Median Hourly Wages of SLPs in Health Care Settings by Their Type of Community.

Type of Community	2005	2007	2009	2011
Metropolitan/urban	\$31.56	\$35.00	\$40.00	\$39.00
Suburban	\$35.00	\$38.68	\$40.00	\$40.00
Rural	\$32.00	\$35.62	\$38.00	\$40.00

*Note.* "Type of community" was self-defined by respondents (i.e., the survey did not provide definitions of the terms "metropolitan/urban," "suburban," and "rural").

*n* = 1,060 (2005); *n* = 1,395 (2007); *N* = 1,051 (2009); *n* = 1,250 (2011)

### Hourly Wages by Years of Experience

As would be expected, for 2005–2011, the median hourly wage of SLPs tended to increase with their years of experience in the profession. In 2011, the most seasoned SLPs earned \$11.50 more per hour than those just starting out (a change of 34% over about 27 years; see Table 5).

**Table 5.** Median Hourly Wages of SLPs in Health Care Settings by Their Years of Experience.

Years of Experience	2005	2007	2009	2011
1–3	<i>n</i> < 25	\$29.32	<i>n</i> < 25	\$33.50
4–6	\$30.00	\$31.69	\$35.00	\$36.50
7–9	\$30.00	\$37.00	\$40.00	\$40.00
10–12	\$32.00	\$36.00	\$38.00	\$42.00
13–15	\$32.34	\$35.53	\$37.00	\$40.20
16–18	\$32.27	\$35.00	\$41.20	\$40.95
19–21	\$33.00	\$37.70	\$45.00	\$42.00
22–24	\$33.74	\$38.00	\$43.00	\$44.50
25–27	\$34.13	\$40.00	\$41.00	\$40.00
28 or more	\$37.39	\$42.92	\$42.75	\$45.00

*n* = 1,084 (2005); *n* = 1,405 (2007); *N* = 1,062 (2009); *n* = 1,263 (2011)

### Overall Per Home Health Visit Wages

In 2009–2011, only 9%–11% of survey respondents were paid per home health visit. In 2011, their overall per visit wage was \$60.00, down from \$65.00 in 2009 (an 8% decline; data not shown in any table).

## Survey Methodology and Response Rate (2011)

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

American Speech-Language-Hearing Association. (2011). *SLP Health Care Survey report: Hourly and per home health visit wage trends 2005–2011*. Available from [www.asha.org](http://www.asha.org).

## Additional Information

Additional ASHA SLP Health Care Survey reports are available at [www.asha.org/Research/memberdata/HealthcareSurvey/](http://www.asha.org/Research/memberdata/HealthcareSurvey/). To learn more about other resources for ASHA members working in health care, please visit the ASHA website at [www.asha.org/slp/healthcare/default](http://www.asha.org/slp/healthcare/default) or contact Janet Brown, Director of Health Care Services, at 800-498-2071, ext. 5679, [jbrown@asha.org](mailto:jbrown@asha.org), or Amy Hasselkus, Associate Director of Health Care Services, at ext. 5686, [ahasselkus@asha.org](mailto:ahasselkus@asha.org).

## Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and public. Thank you.