



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION

# SLP Health Care SURVEY 2017

## Hourly and Per Home-Visit Wage Report

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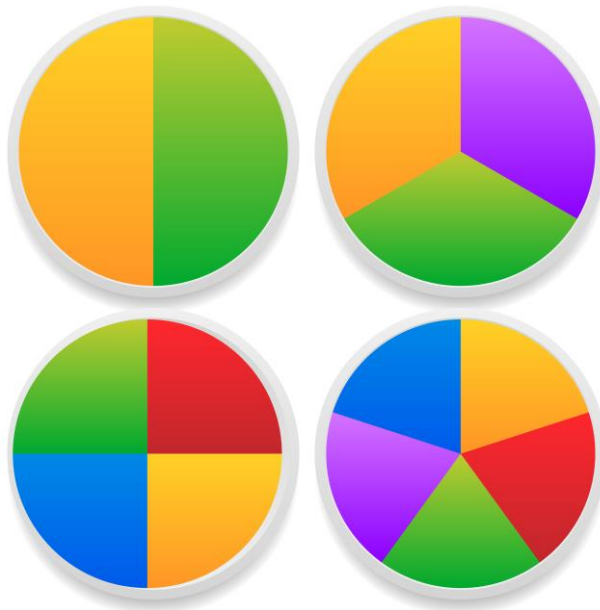
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## Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2017. 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 addresses only questions on the survey pertaining to hourly and per home-visit wages. Data are drawn from six types of health care facilities: general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals; rehabilitation (rehab) hospitals; pediatric hospitals; skilled nursing facilities (SNFs); home health agencies or clients' homes; and outpatient clinics and offices.

### *Highlights*

#### ❖ *Hourly*

- ◆ 55% of SLPs received an hourly wage.
- ◆ 56% of hourly wage earners worked full time.
- ◆ Median hourly wages were as follows:
  - \$48.00 for SLPs who worked part time
  - \$41.00 for SLPs who worked full time
- ◆ Highest hourly wages were as follows:
  - ◆ \$50.00 in SNFs and in outpatient clinics and offices for SLPs who worked part time
  - ◆ \$45.19 in home health agencies and clients' homes for SLPs who worked full time
- ◆ For SLPs who worked full time, highest median hourly wages were in the West (\$45.00).

#### ❖ *Per Home Visit*

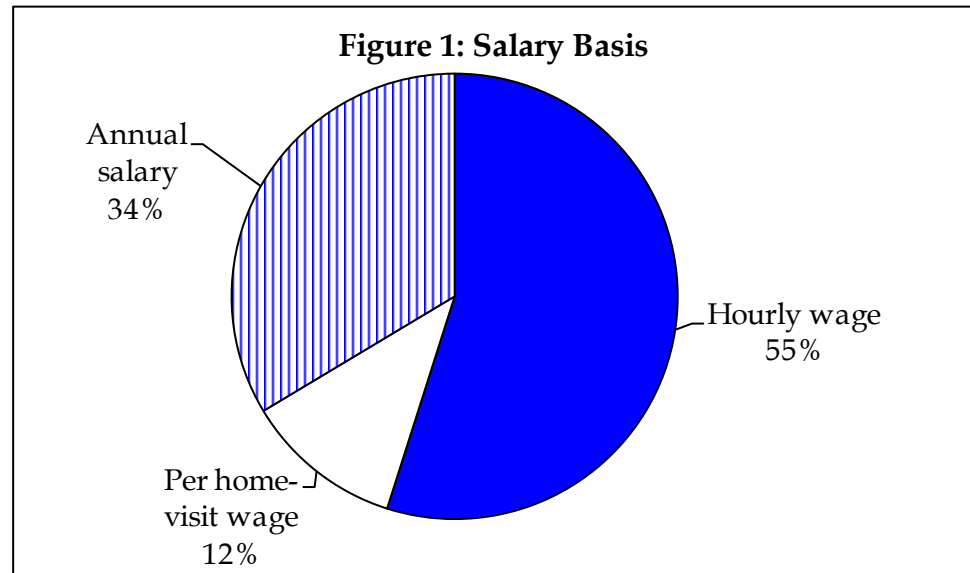
- ◆ 12% of SLPs received a per home-visit wage.
- ◆ The median per home-visit wage was \$65.00.
- ◆ The median per home-visit wage was highest in the West (\$80.00).

## 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, 55% reported that they worked for an hourly wage, 34% received an annual salary, and 12% were paid per home visit (see Figure 1 and Appendix, Table 1).



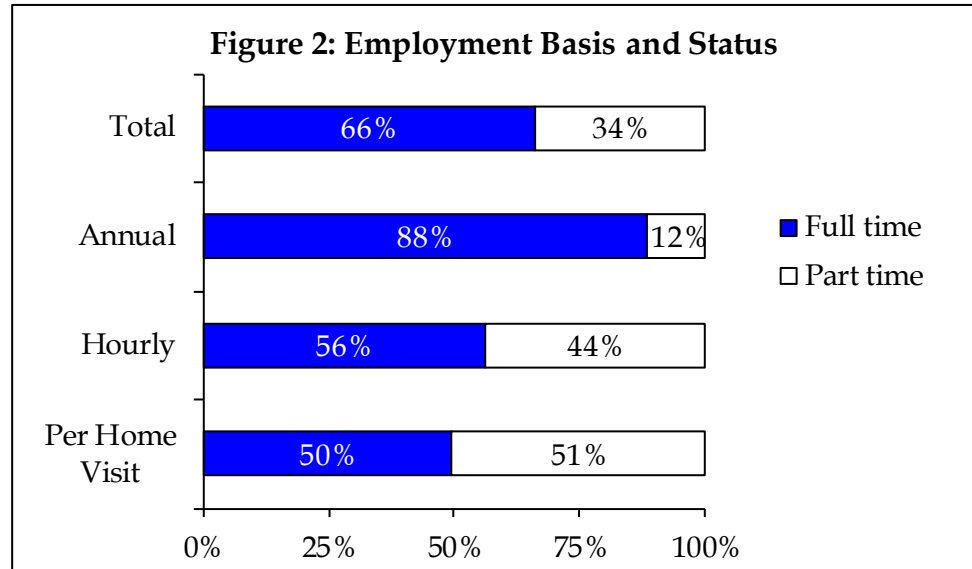
Note.  $n = 1,880$ .

SLPs in home health agencies and clients' homes (50%) were more likely to receive a per home-visit wage than an annual salary or hourly wage. However, SLPs in the following types of facilities were more likely to receive an hourly wage: outpatient clinics and offices (53%); rehab hospitals (53%); general medical, VA, and LTAC hospitals (63%); and SNFs (81%). SLPs in pediatric hospitals (71%) were more likely to receive an annual salary (see Appendix, Table 1).



Employment Status

Among all the respondents to the survey, 66% worked full time, but this varied by the type of reimbursement SLPs received: 88% of those who received an annual salary, 56% of those who received an hourly wage, and 50% of those who were paid per visit worked full time (see Figure 2).



Note. n = 1,896.

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

Hourly Wage

For hourly wage earners, most of the data in this report are divided into nearly equal halves by whether respondents worked full time or part time.

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

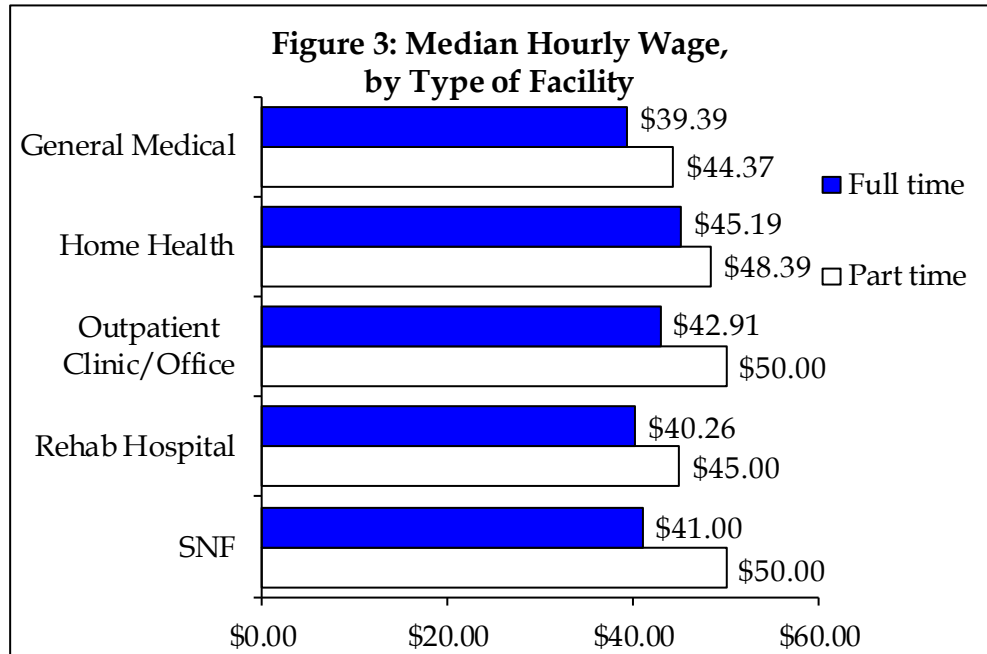
The overall median hourly wage was \$48.00 for SLPs who were employed part time and \$41.00 for those who worked full time (see Appendix, Table 2).

Highest Degree

Nearly all (99%) of the hourly wage earners held a master's as the highest degree. The median hourly wage for the 12 doctorate holders cannot be reported; the median was \$43.18 for the SLPs who held a master's degree (n = 954).

Facility

Median wages for SLPs working part time ranged from \$44.37 in general medical, VA, and LTAC hospitals to \$50.00 in the categories of SNFs and outpatient clinics and offices. The range of median wages for SLPs working full time was from \$39.39 in general medical hospitals to \$45.19 in home health agencies and clients' homes. Too few SLPs in pediatric hospitals reported hourly wages for their data to be included (see Figure 3 and Appendix, Table 2).



Note. n = 978.

Number of Locations

Working in one, two, or three locations made more difference in the median hourly wage for SLPs who worked part time than for those who worked full time (see Table 1).

**Table 1: Median Hourly Wage, by Number of Locations**

Number of Locations	Full time	Part time
1 location	\$40.21	\$47.00
2 locations	\$40.00	\$48.00
3 locations	\$40.03	\$45.00
4 locations	n < 25	n < 25
Multiple locations, through home health or EI	\$46.23	\$50.11
n	531	404

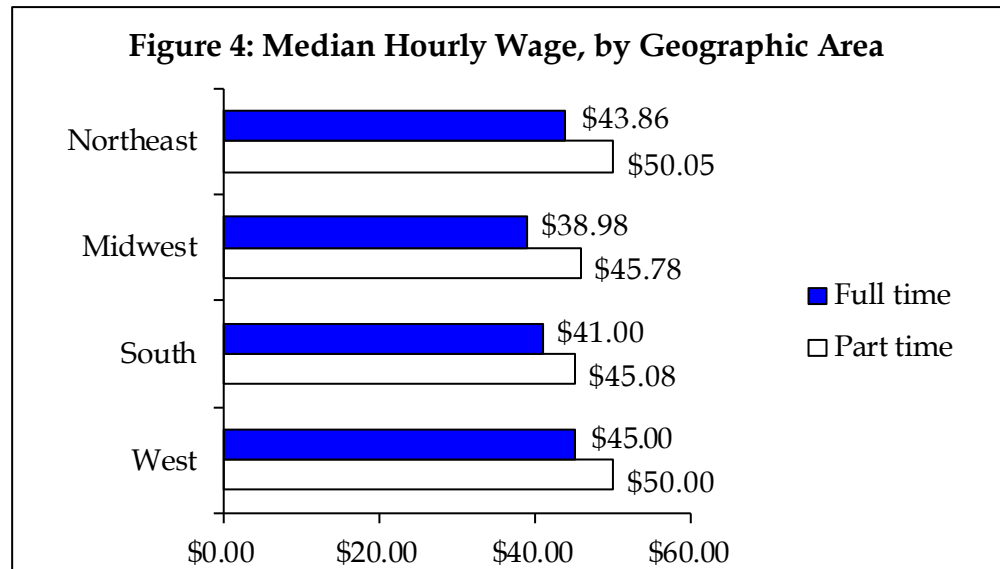
Function

The median wage was \$47.50 for clinical service providers who worked part time and \$40.20 for those who worked full time (see Appendix 3).

Too few administrators or supervisors ( $n = 24$ ) reported receiving an hourly wage to be able to report these data.

Geographic Region

Median hourly wages were lowest in the South (\$45.08) for SLPs working part time and in the Midwest for those working full time (\$38.98). Highest hourly wages were in the West for SLPs working full time (\$45.00) and in the Northeast for those working part time (\$50.05; see Figure 4 and Appendix, Table 4).



Note.  $n = 976$ .

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 for SLPs who worked part time in the Midwest and South were in SNFs (\$49.10 and \$50.00, respectively; see Appendix, Table 4).

Population Density

For SLPs working part time, median wages were higher in city/urban areas than in other areas:

- \$48.21 in city/urban areas
- \$47.52 in suburban areas
- \$45.06 in rural areas

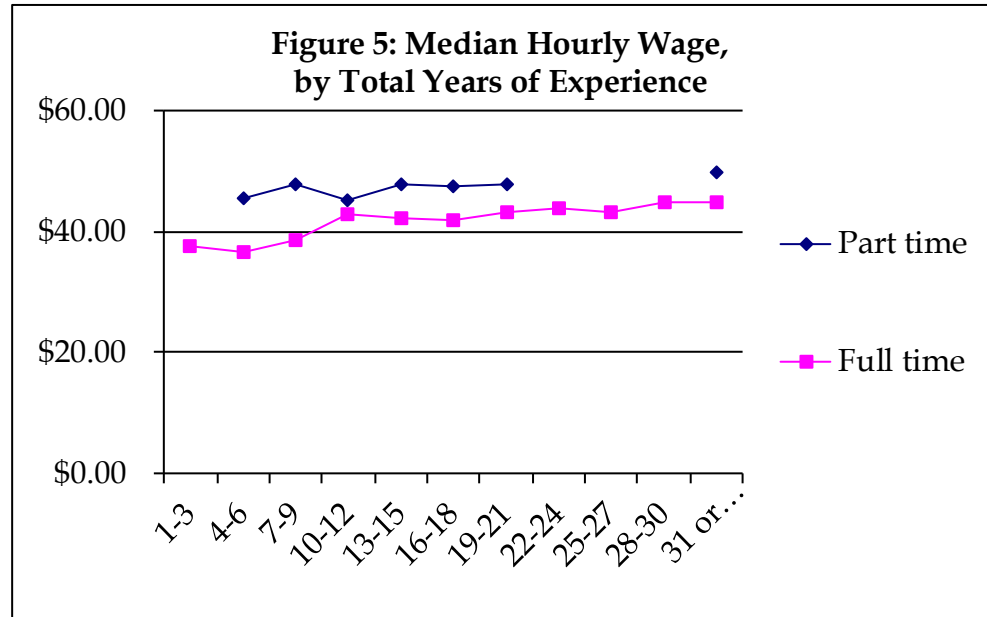
For SLPs working full time, median hourly wages showed little variability:

- \$41.20 in city/urban areas
- \$41.00 in suburban areas
- \$40.00 in rural areas



Years of Experience

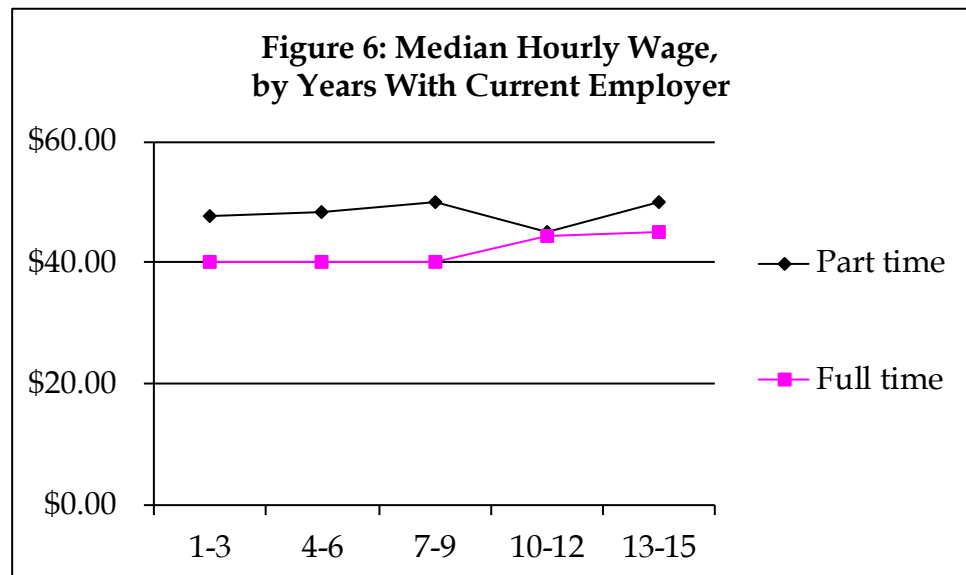
Median hourly wages were higher at each level of experience for SLPs who worked part time than they were for those who worked full time. The difference in median wages between full- and part-time SLPs was narrowest for those with 10 to 12 years of experience (\$2.27; see Figure 5).



Note. n = 886.

Years With Current Employer

When wages were reported by SLPs who had worked for their current employer for up to 15 years, part-time employees had higher median salaries than did those who worked full time, although the gap narrowed to \$0.70 for those who had been with their current employer for 10 to 12 years (see Figure 6).



Note. n = 829.

**Per Home-Visit Wage**

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

**Overall Average Wage**

Their overall median per home-visit wage was \$65.00 ( $n = 209$ ).

**Facility**

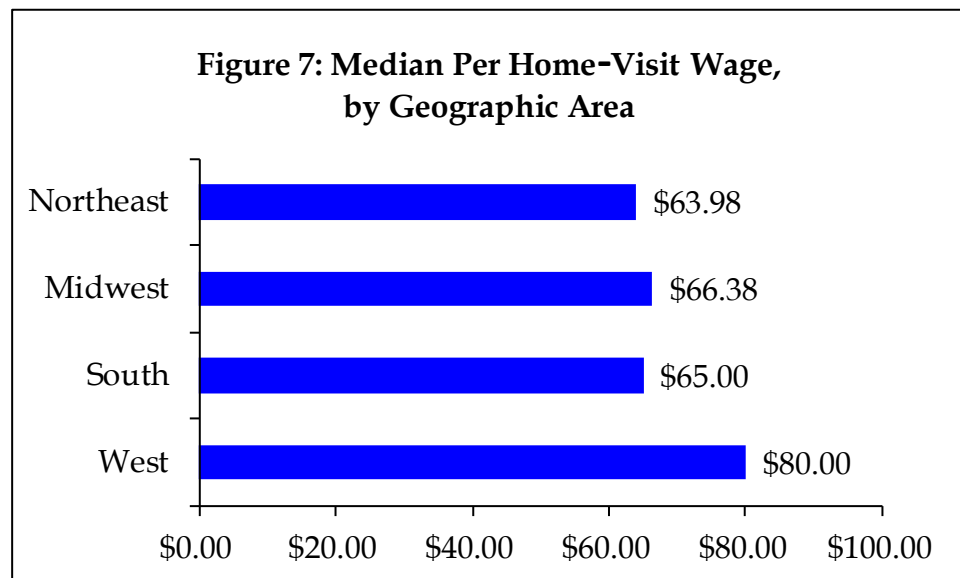
Only two types of facilities had sufficient numbers of respondents to allow reporting of per home-visit wages. The median per home-visit wage was \$68.27 ( $n = 167$ ) in home health agencies and clients' homes and \$60.00 in outpatient clinics and offices ( $n = 38$ ).

**Function**

The only function reported by a sufficient number of respondents was clinical service provider. The median per home-visit wage for clinical service providers was \$65.00 ( $n = 200$ ).

**Geographic Region**

The median per home-visit wage was highest in the West (\$80.00; see Figure 7).



Note.  $n = 209$ .

**Population Density**

Population density had very little effect on median per home-visit wages:

- \$65.56 in city/urban areas
- \$65.00 in suburban areas
- \$65.00 in rural areas.

Not enough respondents provided years of experience data, and only three of the SLPs who earned a per home-visit wage held a doctorate, so results cannot be presented by either experience or highest degree.

## Student Debt

For the SLPs who reported having current student debt, the median debt was \$30,000 for those who were paid primarily per hour ( $n = 295$ ) and \$29,003 for those paid primarily per home visit ( $n = 44$ ).

## Survey Notes and Methodology

The *ASHA 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.

The survey was fielded in February 2017 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. From this group, 1,500 SLPs were assigned to a control group to receive surveys via postal mail. They also received an electronic “be-on-the-lookout-for” message at the time of the first mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals, and a Survey Monkey invitation was sent in May to those who had not yet responded. The 2,500 members of the experimental group were sent a total of four Survey Monkey invitations between February and May as well as two postal invitations in March and April.

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

## Response Rate

Of the original 4,000 SLPs in the sample, 11 were retired, 7 had incorrect postal addresses, 94 were employed in other types of facilities, 13 were not employed in the field, and 3 were ineligible for other reasons, leaving 3,872 possible respondents. The actual number of respondents was 2,019, resulting in a **52.1%** response rate. The results presented in this report are based on responses from those 2,019 individuals.

## Suggested Citation

American Speech-Language-Hearing Association. (2017). *ASHA 2017 SLP Health Care Survey: Hourly and per home-visit wage report*. Available from [www.asha.org](http://www.asha.org).

## Survey Reports

Results from the *ASHA 2017 SLP Health Care Survey* are presented in a series of reports:

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

## Resources

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

[www.bls.gov/bls/blswage.htm](http://www.bls.gov/bls/blswage.htm)

[www.bls.gov/ooh/healthcare/speech-language-pathologists.htm](http://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm)

[www.bls.gov/oes/current/oes291127.htm](http://www.bls.gov/oes/current/oes291127.htm)

## Additional Information

For additional information regarding the *ASHA 2017 SLP Health Care Survey*, please contact Gennith Johnson, associate director, Health Care Services, at 800-498-2071, ext. 5681, or [gjohnson@asha.org](mailto:gjohnson@asha.org); Monica Sampson, associate director, Health Care Services, ext. 5686, or [msampson@asha.org](mailto:msampson@asha.org); or Janet Brown, director, Health Care Services, ext. 5679, or [jbrown@asha.org](mailto: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/](http://www.asha.org/slp/healthcare/).

## Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2017 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: Data Tables

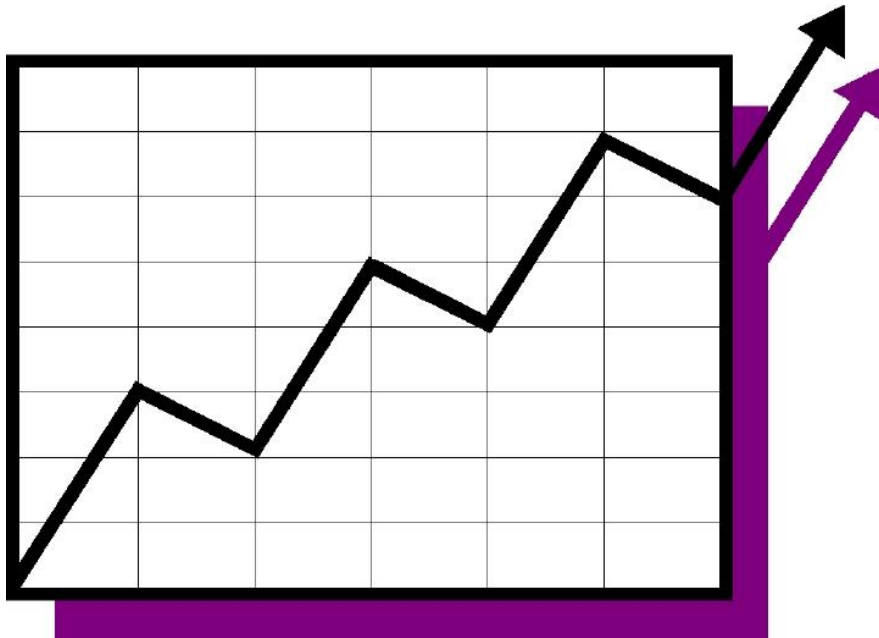


Table 1: Salary Basis

15. 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 = 1,880)	General Medical/VA/LTAC Hospital (n = 281)	Home Health/Client's Home (n = 347)	Outpatient Clinic/Office (n = 530)	Pediatric Hospital (n = 78)	Rehab Hospital (n = 130)	Skilled Nursing Facility (n = 460)
Primarily annual salary	33.6	36.7	26.5	40.2	70.5	46.9	18.9
Primarily per hour (SKIP to Q. 17.)	54.9	63.3	23.9	52.5	29.5	53.1	81.1
Primarily per home visit (SKIP to Q. 19.)	11.5	0.0	49.6	7.4	0.0	0.0	0.0
		Statistical significance: $\chi^2(10) = 764.2, p = .000$ , Cramer's $V = .457$ <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

17. If you are paid on an hourly basis, what is the hourly rate you receive at your main job? <i>You may include decimals.</i> Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1							
Hourly rate	Facility Type						
	All Facility Types	General Medical/VA/LTAC Hospital	Home Health/Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
<b>Employed Full Time</b>							
	<b>n = 554</b>	<b>n = 85</b>	<b>n = 31</b>	<b>n = 137</b>	<b>n = 12</b>	<b>n = 28</b>	<b>n = 250</b>
25th percentile	\$37.00	\$35.00	\$37.55	\$35.00	(n < 25)	\$35.51	\$38.00
50th percentile (Median)	\$41.00	\$39.39	\$45.19	\$42.91		\$40.26	\$41.00
75th percentile	\$46.00	\$44.38	\$66.80	\$51.59		\$46.43	\$44.17
<b>Employed Part Time</b>							
	<b>n = 424</b>	<b>n = 87</b>	<b>n = 46</b>	<b>n = 122</b>	<b>n = 9</b>	<b>n = 38</b>	<b>n = 109</b>
25th percentile	\$40.00	\$38.17	\$42.10	\$40.00	(n < 25)	\$40.73	\$45.00
50th percentile (Median)	\$48.00	\$44.37	\$48.39	\$50.00		\$45.00	\$50.00
75th percentile	\$55.00	\$50.91	\$62.97	\$70.00		\$50.00	\$52.50

Table 3: Hourly Wage for Clinical Service Providers

17. If you are paid on an hourly basis, what is the hourly rate you receive at your main job? <i>You may include decimals.</i> Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1							
Hourly rate	Facility Type						
	All Facility Types	General Medical/VA/LTAC Hospital	Home Health/Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
<b>Employed Full Time</b>							
	<b>n = 530</b>	<b>n = 81</b>	<b>n = 30</b>	<b>n = 126</b>	<b>n = 12</b>	<b>n = 26</b>	<b>n = 246</b>
25th percentile	\$36.73	\$35.00	\$37.44	\$35.00	(n < 25)	\$35.21	\$38.00
50th percentile (Median)	\$40.20	\$39.00	\$45.00	\$40.52		\$40.00	\$41.00
75th percentile	\$45.00	\$44.05	\$64.40	\$50.02		\$45.73	\$44.10
<b>Employed Part Time</b>							
	<b>n = 408</b>	<b>n = 87</b>	<b>n = 46</b>	<b>n = 113</b>	<b>n = 9</b>	<b>n = 37</b>	<b>n = 105</b>
25th percentile	\$40.00	\$38.17	\$42.10	\$39.88	(n < 25)	\$40.63	\$44.45
50th percentile (Median)	\$47.50	\$44.37	\$48.39	\$50.00		\$45.00	\$50.00
75th percentile	\$55.00	\$50.91	\$62.97	\$70.00		\$50.00	\$52.50



Table 4: Median Hourly Wage, by Region of the Country

17. 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  
 ❖ Paid primarily per hour  
 ❖ Hourly wage of at least \$1

Region	Facility Type														
	All Facility Types		General Medical/VA/LTAC Hospital		Home Health/Client's Home		Outpatient Clinic/Office		Pediatric Hospital		Rehab Hospital		Skilled Nursing Facility		
	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	
<b>Employed Full Time</b>															
Northeast	61	\$43.86	8	( <i>n</i> < 25)	8	( <i>n</i> < 25)	10	( <i>n</i> < 25)	0	( <i>n</i> < 25)	3	( <i>n</i> < 25)	28	\$40.16	
Midwest	147	\$38.98	24		3		37	\$36.54	4		5		74	\$40.00	
South	241	\$41.00	28		\$38.09		12	63	\$45.00		6		8	119	\$41.00
West	104	\$45.00	24		( <i>n</i> < 25)		8	27	\$44.19		3		12	29	\$45.03
<b>Employed Part Time</b>															
	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	
Northeast	84	\$50.05	20	( <i>n</i> < 25)	12	( <i>n</i> < 25)	14	( <i>n</i> < 25)	1	( <i>n</i> < 25)	7	( <i>n</i> < 25)	28	\$48.54	
Midwest	105	\$45.78	25	\$42.75	13		25	\$48.84	4		10		25	\$49.10	
South	152	\$45.08	26	\$43.00	11		49	\$45.19	2		15		44	\$50.00	
West	82	\$50.00	16	( <i>n</i> < 25)	11		34	\$54.00	3		6		11	( <i>n</i> < 25)	

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