



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Health Care Survey Report:
Hourly and Home-Visit Rate Trends
2009–2017

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2017 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about the workforce, service provision, earnings, and other professional topics. Results from this survey are presented in a series of reports, including this report on hourly and home-visit rate trends.

Results from the 2009, 2011, 2013, and 2015 *ASHA SLP Health Care Surveys* are included in this report for comparative purposes. Questions and response options differ among surveys; therefore, data on all topics are not available for all survey years.

The rates presented in this report are full- and part-time gross rates (rates prior to deductions). The statistic that is presented is the median (i.e., middle or 50th percentile). Median rates are presented because they are more stable than means (i.e., averages) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

Survey Report Highlights

Hourly Wages

- In 2017, 55% of SLPs in health care settings were paid an hourly wage in their main jobs—the same, or about the same, as in recent past years (55%–57% from 2009 to 2015).
- In 2017, 56% of SLPs who were paid an hourly wage in their main jobs worked full time—the same, or about the same, as in recent past years (50%–59% from 2009 to 2015).
- In 2017, SLPs who worked full time in health care settings reported an overall median hourly wage of \$41.00, up from \$40.00 in 2015 (a 3% increase).
- In 2017, SLPs who worked part time reported an overall median hourly wage of \$48.00, up from \$47.00 in 2015 (a 2% increase).

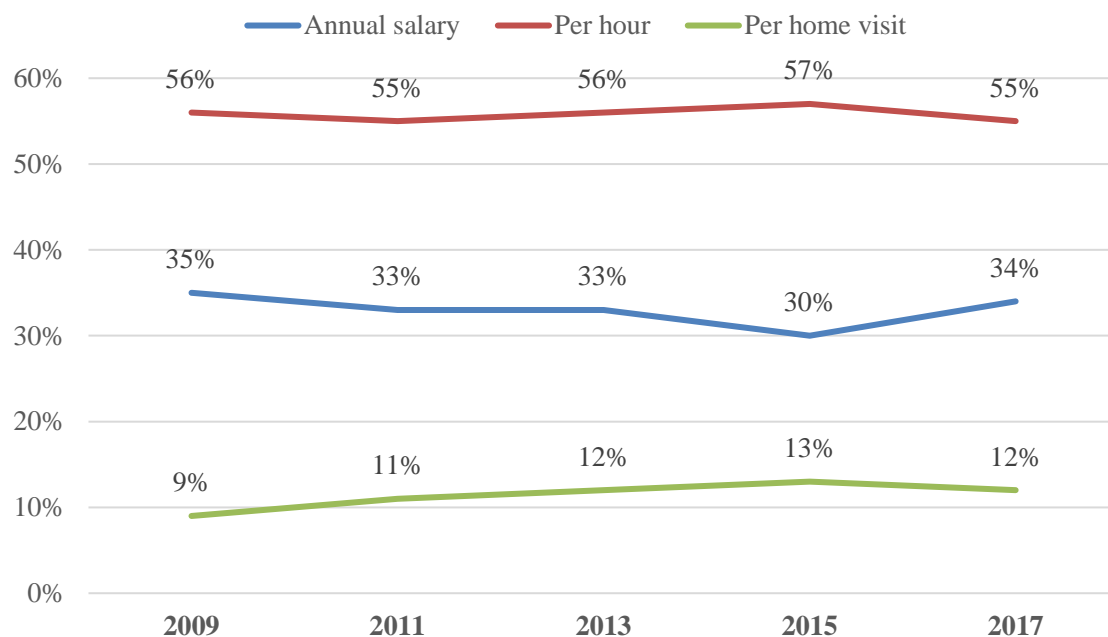
Home-Visit Rates

- In 2017, 12% of SLPs were paid a home-visit rate in their main jobs—the same, or about the same, as in recent past years (9%–13% from 2009 to 2015).
- In 2017, 51% of SLPs who were paid a home-visit rate in their main jobs worked part time—the same, or about the same, as in recent past years (42%–53% from 2009 to 2015).
- In 2017, SLPs reported an overall median home-visit rate of \$65.00—the same as in 2013 and 2015. Rates were somewhat higher in the Midwest and West, and in city/urban areas.

Pay Basis

In 2017, overall, 55% of SLPs in health care settings were paid an hourly wage in their main jobs—the same, or about the same, as in recent past years (55%–57% from 2009 to 2015; see Figure 1 and Appendix Table 1). The remainder were paid an annual salary (34%) or per home visit (12%).

Figure 1. Percentage of SLPs in health care settings who were paid primarily an annual salary, per hour, or per home visit in their main jobs, by year.



Note. These data are from the 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%.

n = 1,916 (2009); *n* = 2,347 (2011); *n* = 1,939 (2013); *n* = 1,698 (2015); *n* = 1,880 (2017).

Pay Basis, by Health Care Setting

From 2009 to 2017:

- SLPs in pediatric hospitals were more likely than SLPs in other health care settings to be paid an annual salary. In 2017, 71% of SLPs in pediatric hospitals were paid an annual salary—up from recent past years (52%–67% from 2009 to 2015; see Appendix Table 1).
- SLPs in skilled nursing facilities were more likely than SLPs in other health care settings to be paid an hourly wage. In 2017, 81% of SLPs in skilled nursing facilities were paid an hourly wage—the same, or about the same, as in recent past years (79%–83% from 2009 to 2015).
- SLPs in home health care settings were more likely than SLPs in other health care settings to be paid per home visit. In 2017, 50% of SLPs in home health care settings were paid per home visit—about the same as in recent past years (47%–56% from 2009 to 2017).

Employment Status

In 2017, overall, 56% of SLPs in health care settings who were paid an hourly wage in their main jobs worked full time—the same, or about the same, as in recent past years (50%–59% from 2009 to 2015; see Table 1). Half of SLPs who were paid per home visit in their main jobs worked full time—about the same as in recent past years (47%–59% from 2009 to 2015).

Table 1. Percentage of SLPs in health care settings who were paid primarily an annual salary, per hour, or per home visit in their main jobs, by employment status and year.

Employment status	%				
	2009 (n = 1,947)	2011 (n = 2,364)	2013 (n = 1,951)	2015 (n = 1,719)	2017 (n = 1,896)
Overall					
Employed full time	64	67	67	62	66
Employed part time ^a	36	33	33	38	34
Were paid an annual salary					
Employed full time	86	90	89	88	88
Employed part time ^a	14	10	11	12	12
Were paid per hour					
Employed full time	52	56	59	50	56
Employed part time ^a	48	44	41	50	44
Were paid per home visit					
Employed full time	59	49	47	51	50
Employed part time ^a	42	51	53	49	51

Note. These data are from the 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. ^aEmployed part time was not defined in the surveys.

Hourly Wages

In 2017, SLPs in health care settings reported an overall median hourly wage of \$43.07, up from \$42.00 in 2015 (a 3% increase). The median hourly wage is the wage at which half of the SLPs earned more than that amount and half earned less.

As shown in the remainder of the report, numerous variables—including employment status, work setting and role, years of experience in the profession, geographic region, and the type of area in which one works—affect earnings.

Hourly Wages, by Employment Status

In 2017, SLPs in health care settings who worked full time reported an overall median hourly wage of \$41.00, up from \$40.00 in 2015 (a 3% increase; see Table 2). SLPs who worked part time reported an overall median hourly wage of \$48.00, up from \$47.00 in 2015 (a 2% increase).

Hourly Wages, by Health Care Setting

From 2015 to 2017, SLPs employed full time in home health care settings reported a higher median hourly wage than SLPs in other health care settings. In 2017, they reported a median hourly wage of \$45.19, up slightly from \$45.05 in 2015 (see Table 2). SLPs employed part time in skilled nursing facilities reported among the highest median hourly wages. In 2017, they reported a median hourly wage of \$50.00—the same as in 2015.

Table 2. Median hourly wages of SLPs employed full or part time, by health care setting and year.

Health care setting	Median hourly wage (\$)	
	2015 (n = 948)	2017 (n = 978)
Employed full time		
Overall	40.00	41.00
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital	40.00	39.39
Home health care agency/client's home	45.04	45.19
Outpatient clinic/office	38.71	42.91
Pediatric hospital	n/r	n/r
Rehabilitation hospital	40.50	40.26
Skilled nursing facility	40.00	41.00
Employed part time		
Overall	47.00	48.00
General medical, VA, or LTAC hospital	45.00	44.37
Home health care agency/client's home	50.00	48.39
Outpatient clinic/office	45.00	50.00
Pediatric hospital	n/r	n/r
Rehabilitation hospital	42.00	45.00
Skilled nursing facility	50.00	50.00

Note. These data are from the 2015 and 2017 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Hourly Wages, by Work Role

Clinicians

In 2017, SLPs who were employed full time as clinicians reported an overall median hourly wage of \$40.20, up slightly from \$40.00 in 2015 (see Table 3). SLPs who were employed part time reported an overall median hourly wage of \$47.50, up from \$47.00 in 2015 (a 1% increase).

Table 3. Median hourly wages of SLPs who were primarily clinical service providers and worked full or part time, by health care setting and year.

Health care setting	Median hourly wage (\$)	
	2015 (n = 910)	2017 (n = 938)
Employed full time		
Overall	40.00	40.20
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital	40.00	39.00
Home health care agency/client's home	42.90	45.00
Outpatient clinic/office	38.08	40.52
Pediatric hospital	<i>n/r</i>	<i>n/r</i>
Rehabilitation hospital	40.50	40.00
Skilled nursing facility	40.00	41.00
Employed part time		
Overall	47.00	47.50
General medical, VA, or LTAC hospital	45.00	44.37
Home health care agency/client's home	50.00	48.39
Outpatient clinic/office	45.00	50.00
Pediatric hospital	<i>n/r</i>	<i>n/r</i>
Rehabilitation hospital	42.00	45.00
Skilled nursing facility	50.00	50.00

Note. These data are from the 2015 and 2017 ASHA SLP Health Care Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Administrators and Supervisors

Sufficient data are not available to allow for the reporting of hourly wages for SLPs who held primarily administrative or supervisory positions.

Hourly Wages, by Years of Experience

In 2017, SLPs employed full time with 31 or more years of experience in the profession reported a median hourly wage of \$45.00—this was \$7.25 more than SLPs just starting out (see Table 4). The differential was greater in 2015 (\$12.06). SLPs employed part time with 31 or more years of experience reported a median hourly wage of \$50.00—this was \$4.50 more than SLPs with 4–6 years of experience. The differential was greater in 2015 (\$6.85).

Table 4. Median hourly wages of SLPs employed full or part time in health care settings, by years of experience in the profession and year.

Years of experience	Median hourly wage (\$)	
	2015 (n = 829)	2017 (n = 886)
Employed full time		
1–3	35.94	37.75
4–6	36.82	36.73
7–9	38.00	38.78
10–12	40.50	42.98
13–15	41.40	42.37
16–18	n/r	42.00
19–21	n/r	43.25
22–24	41.00	44.03
25–27	n/r	43.28
28–30	n/r	44.99
31 or more	48.00	45.00
Employed part time		
1–3	n/r	n/r
4–6	43.15	45.50
7–9	44.34	48.00
10–12	42.00	45.25
13–15	48.72	48.00
16–18	50.00	47.50
19–21	44.75	48.00
22–24	n/r	n/r
25–27	50.00	n/r
28–30	45.00	n/r
31 or more	50.00	50.00

Note. These data are from the 2015 and 2017 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Hourly Wages, by Geographic Region

In 2017, SLPs employed full time in every region of the country reported an increase in their overall median hourly wage from 2015. Increases ranged from 3% in the Midwest to 10% in the Northeast (see Table 5; see below for a key of geographic regions/divisions and corresponding states). SLPs employed part time in the Northeast and Midwest reported an increase in their overall median hourly wage from 2015. Increases ranged from 5% in the Midwest to 6% in the Northeast. SLPs in the South and West reported 4% declines.

Table 5. Median hourly wages of SLPs employed full or part time in health care settings, by geographic region and year.

Geographic region	Median hourly wage (\$)	
	2015 (n = 945)	2017 (n = 976)
Employed full time		
Northeast	40.00	43.86
Midwest	38.00	38.98
South	39.00	41.00
West	43.00	45.00
Employed part time		
Northeast	47.00	50.05
Midwest	43.80	45.78
South	47.00	45.08
West	51.95	50.00

Note. These data are from the 2015 and 2017 ASHA SLP Health Care Surveys.

Key of geographic regions/divisions and corresponding states.

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

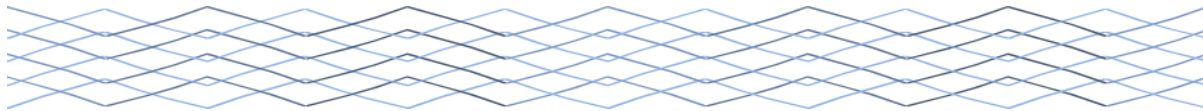
Hourly Wages, by Type of Area

In 2017, SLPs employed full time in rural, suburban, and city/urban areas reported an increase in their overall median hourly wage from 2015. Increases ranged from 3% in suburban and city/urban areas to 4% in rural areas (see Table 6). SLPs employed part time in suburban and city/urban areas reported an increase in their overall median hourly wage from 2015. Increases ranged from 2% in suburban areas to 7% in city/urban areas. SLPs in rural areas reported a 10% decline.

Table 6. Median hourly wages of SLPs employed full or part time in health care settings, by type of area and year.

Type of area	Median hourly wage (\$)	
	2015 (n = 930)	2017 (n = 947)
	Employed full time	
Rural	38.40	40.00
Suburban	40.00	41.00
City/urban	40.00	41.20
	Employed part time	
Rural	50.00	45.06
Suburban	46.42	47.52
City/urban	45.00	48.21

Note. These data are from the 2015 and 2017 ASHA SLP Health Care Surveys. Definitions of rural, suburban, and city/urban were not provided in the surveys.



Home-Visit Rates

In 2017, SLPs reported an overall median home-visit rate of \$65.00—the same as in 2009, 2013, and 2015 (see Table 7).

Home-Visit Rates, by Geographic Region

From 2009 to 2017, SLPs who worked in the West typically reported a higher median home-visit rate than SLPs who worked in the Northeast, Midwest, or South (see Table 7; see page 8 for a key of geographic regions/divisions and corresponding states). In 2017, SLPs in the West reported a median home-visit rate of \$80.00, up from \$76.10 in 2015 (a 5% increase).

Table 7. Median home-visit rates of SLPs, by geographic region and year.

Geographic region	Median home-visit rate (\$)				
	2009 (n = 174)	2011 (n = 265)	2013 (n = 224)	2015 (n = 205)	2017 (n = 209)
Overall	65.00	60.00	65.00	65.00	65.00
Northeast	65.00	60.00	65.00	60.00	63.98
Midwest	65.00	66.17	70.00	70.00	66.38
South	65.00	60.00	65.00	62.00	65.00
West	74.43	64.16	74.29	76.10	80.00

Note. These data are from the 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys.

Home-Visit Rates, by Type of Area

In most survey years between 2009 and 2017, SLPs who worked in city/urban areas reported a higher median home-visit rate than SLPs who worked in rural or suburban areas (see Table 8). In 2017, SLPs in city/urban areas reported a median home-visit rate of \$65.56, similar to the rates of recent past years (\$60.00–\$70.61 from 2009 to 2015).

Table 8. Median home-visit rates of SLPs, by type of area and year.

Type of area	Median home-visit rate (\$)				
	2009 (n = 169)	2011 (n = 255)	2013 (n = 223)	2015 (n = 197)	2017 (n = 194)
Rural	63.50	60.00	70.86	65.00	65.00
Suburban	65.00	61.00	65.00	60.00	65.00
City/urban ^a	67.88	60.00	65.00	70.61	65.56

Note. These data are from the 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys. ^aFrom 2009 to 2011, this item was titled “metropolitan/urban area.”

Survey Methodology

The survey was sent in February 2017 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care facilities in the United States. The sample was stratified by type of facility and by private practice. Of this group, 1,500 SLPs were assigned to a control group to receive the survey via postal mail. They also received a survey pre-notification e-mail at the time of the first postal mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals. An e-mail with a link to a web-based survey was sent in May to those who had not yet responded. The 2,500 SLPs assigned to an experimental group were sent up to four e-mails with a link to a web-based survey between February and May, as well as up to two surveys sent via postal mail in March and April.

Because facilities with fewer SLPs, such as pediatric hospitals, were oversampled, ASHA used weighting when presenting survey data.

Response Rates

Of the original 4,000 SLPs in the sample, 11 were retired, seven had incorrect postal mail addresses, 94 were employed in other types of facilities, 13 were not employed in the profession, and three were ineligible for other reasons, which left 3,872 possible respondents. The actual number of respondents was 2,019—a 52.1% response rate. Past *ASHA SLP Health Care Survey* response rates were 54.6% (2009), 62.5% (2011), 53.5% (2013), and 46.9% (2015).

Suggested Citation

American Speech-Language-Hearing Association. (2017). *SLP Health Care Survey report: Hourly and home-visit rate trends, 2009–2017*. Available from www.asha.org.

Additional Information

Companion survey reports are available on the ASHA website at www.asha.org/Research/memberdata/HealthcareSurvey/.

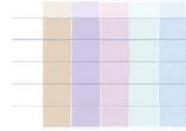
Questions?

For additional information regarding this report, please contact Janet Brown, director of Health Care Services, at 800-498-2071, ext. 5679 or jbrown@asha.org. To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit www.asha.org/slp/healthcare.

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 the public. Thank you!

Appendix: Data Table



Pay Basis, by Health Care Setting

Table 1. Percentage of SLPs in health care settings who were paid primarily an annual salary, per hour, or per home visit in their main jobs, by health care setting and year.

Pay basis	%						
	Overall	General medical/ VA/LTAC hospital ^a	Home health care agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2017 (<i>n</i> = 1,880)							
Annual salary	34	37	27	40	71	47	19
Per hour	55	63	24	53	30	53	81
Per home visit	12	0	50	7	0	0	0
2015 (<i>n</i> = 1,698)							
Annual salary	30	31	20	41	67	36	16
Per hour	57	69	24	54	32	64	83
Per home visit	13	0	56	5	1	0	1
2013 (<i>n</i> = 1,939)							
Annual salary	33	34	22	46	63	44	19
Per hour	56	66	22	51	37	56	81
Per home visit	12	< 1	56	3	0	0	0
2011 (<i>n</i> = 2,347)							
Annual salary	33	39	21	43	67	49	21
Per hour	55	61	26	52	33	51	79
Per home visit	11	< 1	53	5	0	0	< 1

(Table continues)

Table 1. Continued

Pay basis	%						
	Overall	General medical/ VA/LTAC hospital ^a	Home health care agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
	2009 (n = 1,916)						
Annual salary	35	35	25	44	52	49	19
Per hour	56	64	28	51	48	51	80
Per home visit	9	1	47	5	0	0	< 1

Note. These data are from the 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%.

^aFrom 2009 to 2011, this item was titled “General medical hospital.” In 2013, it was titled “General medical/long-term acute care (LTAC) hospital.”