Hourly and Per Home 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 2015. 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, Department of Veterans Affairs (VA), and long-term acute care (LTAC) hospitals; rehabilitation (rehab) hospitals; pediatric hospitals; skilled nursing facilities (SNFs); home health agencies and clients’ homes; and outpatient clinics and offices.

**Highlights:**

**Hourly**

- 57% of SLPs received an hourly wage.
- 62% of hourly wage earners worked full-time.
- Median hourly wages were
  - $47.00 for SLPs who worked part-time,
  - $40.00 for SLPs who worked full-time.
- Highest hourly wages were
  - $50.00 in SNFs and home health agencies and clients’ homes for SLPs who worked part-time,
  - $45.04 in home health agencies and clients’ homes for SLPs who worked full-time.
- Highest median hourly wages were in the West for SLPs who worked full-time ($43.00) or part-time ($51.95).

**Per Visit**

- 13% 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 ($76.10).
- The per-visit wage was higher in city/urban areas ($70.61) than in less populated areas.
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 were employed full- or part-time, 57% reported that they worked for an hourly wage, 30% received an annual salary, and 13% were paid per home visit (see Figure 1 and Appendix, Table 1).

Figure 1. Salary Basis

SLPs in home health agencies and clients’ homes (56%) were more likely to receive a per home visit wage than an annual salary or hourly wage. However, SLPs in outpatient clinics and offices (54%), rehab hospitals (64%), general medical, VA, and LTAC hospitals (69%), and SNFs (83%) were more likely to receive an hourly wage. 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, 62% worked full-time. However, 88% of those who received an annual salary, 50% of those who received an hourly wage, and 51% of those who were paid per visit worked full-time (see Figure 2).

**Figure 2. Employment Basis and Status**

<table>
<thead>
<tr>
<th>Basis</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>62%</td>
<td>38%</td>
</tr>
<tr>
<td>Annual</td>
<td>88%</td>
<td>12%</td>
</tr>
<tr>
<td>Hourly</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Per Visit</td>
<td>51%</td>
<td>49%</td>
</tr>
</tbody>
</table>

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

The overall median hourly wage was $47.00 for SLPs who were employed part-time and $40.00 for those who worked full-time (see Appendix, Table 2).
There was more variability across facilities for SLPs working part-time than for those working full-time. Median wages for SLPs working part-time ranged from $42.00 in rehab hospitals to $50.00 in the categories of SNFs and home health agencies and clients’ homes. The range of median wages for SLPs working full-time was from $38.71 in clinics and offices to $45.04 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).

**Figure 3. Median Hourly Wage by Type of Facility**

<table>
<thead>
<tr>
<th>Facility Type</th>
<th>Part-time Wages</th>
<th>Full-time Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Medical</td>
<td>$40.00</td>
<td>$45.00</td>
</tr>
<tr>
<td>Rehab Hospital</td>
<td>$40.00</td>
<td>$42.00</td>
</tr>
<tr>
<td>SNF</td>
<td>$40.00</td>
<td>$50.00</td>
</tr>
<tr>
<td>Home Health</td>
<td>$45.04</td>
<td>$50.00</td>
</tr>
<tr>
<td>Clinic</td>
<td>$38.71</td>
<td>$45.00</td>
</tr>
</tbody>
</table>

$n = 881$

The median wage was $47.00 for clinical service providers who worked part-time and $40.00 for those who worked full-time (see Appendix 3).

Too few administrators or supervisors ($n = 19$) reported receiving an hourly wage to be able to report these data.

Nearly all (98%) of the hourly wage earners held a master’s as the highest degree. The median hourly wage for the 24 doctorate holders cannot be reported; the median was $42.00 for the SLPs who had a master’s degree ($n = 930$).
Median hourly wages for both groups of SLPs (those working part-time and those working full-time) were lowest in the Midwest: $43.80 and $38.00, respectively. Highest hourly wages were in the West for both groups: $51.95 for part-time and $43.00 for full-time (see Figure 4 and Appendix, Table 4).

Figure 4. Median Hourly Wage by Geographic Area

<table>
<thead>
<tr>
<th>Geographic Region</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>$40.00</td>
<td>$47.00</td>
</tr>
<tr>
<td>Midwest</td>
<td>$38.00</td>
<td>$43.80</td>
</tr>
<tr>
<td>South</td>
<td>$39.00</td>
<td>$47.00</td>
</tr>
<tr>
<td>West</td>
<td>$43.00</td>
<td>$51.95</td>
</tr>
</tbody>
</table>

$n = 945$

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 South were in SNFs ($50.00) and in the West in outpatient clinics and offices ($56.24; see Appendix, Table 4).

For SLPs working part-time, median wages were slightly higher in rural areas than in other areas:
- $45.00 in city/urban areas,
- $46.42 in suburban areas,
- $50.00 in rural areas.

For SLPs working full-time, median hourly wages showed little variability:
- $40.00 in city/urban areas,
- $40.00 in suburban areas,
- $38.40 in rural areas.
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 ($1.50) and with 31 or more years ($2.00) of experience (see Figure 5).

**Figure 5. Median Hourly Wage by Years of Experience**

The median hourly wage for SLPs who were private practice owners or co-owners was $50.00 \((n = 163)\) for those working up to 24 hours per week (the median length of the work week for private practice owners and co-owners) and $43.00 \((n = 159)\) for those working a longer work week. These data are not shown in an appended table, but additional information about private practice owners and co-owners can be found in a separate report as noted on page 8.

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

Their overall median per home visit wage was $65.00 \((n = 204)\).
Only one type of facility had sufficient numbers to allow reporting of per home visit wages. The median per-visit wage in home health agencies and clients’ homes was $65.00 (n = 175).

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 = 195).

The median per home visit wage was highest in the West ($76.10; see Figure 6).

The median per home visit wage was higher in city/urban areas than in other settings:
- $70.61 in city/urban areas
- $60.00 in suburban areas
- $65.00 in rural areas

Not enough respondents provided years of experience data, and only one SLP earning a per home visit wage held a doctorate, so results cannot be presented by either experience or highest degree.

<table>
<thead>
<tr>
<th>Facility</th>
<th>The median per-visit wage in home health agencies and clients’ homes was $65.00 (n = 175).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Function</td>
<td>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 = 195).</td>
</tr>
<tr>
<td>Geographic Region</td>
<td>The median per home visit wage was highest in the West ($76.10; see Figure 6).</td>
</tr>
</tbody>
</table>

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

```
<table>
<thead>
<tr>
<th>Region</th>
<th>Median Per Home Visit Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>$60.00</td>
</tr>
<tr>
<td>Midwest</td>
<td>$70.00</td>
</tr>
<tr>
<td>South</td>
<td>$62.00</td>
</tr>
<tr>
<td>West</td>
<td>$76.10</td>
</tr>
</tbody>
</table>
```

n = 205
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.

The survey was mailed in February 2015 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. An e-mail reminder was sent a week later. 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 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.

Of the original 4,000 SLPs in the sample, 1 was deceased, 5 were retired, 14 had undeliverable addresses, 42 were employed in other types of facilities, 6 were not employed in the field, and 5 were ineligible for other reasons, leaving 3,927 possible respondents. The actual number of respondents was 1,842, resulting in a 46.9% response rate. The results presented in this report are based on responses from those 1,842 individuals.

Results from the 2015 SLP Health Care Survey are presented in a series of reports:

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

ASHA SLP Health Care Survey 2015: Hourly and Per Home Visit Wage Report

Resources
ASHA SLP Health Care Survey Hourly and Per Visit Wage Reports.
www.asha.org/Careers/Salary-Data/

ASHA SLP Health Care Survey Hourly and Per Visit Wage Trends.
www.asha.org/Careers/Salary-Data/

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

www.bls.gov/ooh/healthcare/speech-language-pathologists.htm

www.bls.gov/oes/current/oes291127.htm

Additional Information
For additional information regarding the 2015 SLP Health Care Survey, please contact Gennith Johnson, associate director, Health Care Services, at 800-498-2071, ext. 5681 or gjohnson@asha.org; Monica Sampson, associate director, Health Care Services, at ext. 5686 or msampson@asha.org; or Janet Brown, director, Health Care Services, at ext. 5679 or 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 2015 Health Care Survey. Reports like this one are only possible 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

22. 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

<table>
<thead>
<tr>
<th>Salary basis</th>
<th>General Medical/VA/LTAC Hospital</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
<th>All Facility Types</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primarily annual salary</td>
<td>(n = 213) 31.0</td>
<td>(n = 141) 36.2</td>
<td>(n = 72) 66.7</td>
<td>(n = 401) 15.7</td>
<td>(n = 324) 20.4</td>
<td>(n = 482) 41.1</td>
<td>(n = 1,698) 29.9</td>
</tr>
<tr>
<td>Primarily per hour (SKIP to Q. 24.)</td>
<td>69.0</td>
<td>63.8</td>
<td>31.9</td>
<td>83.3</td>
<td>23.5</td>
<td>54.1</td>
<td>57.4</td>
</tr>
<tr>
<td>Primarily per home visit (SKIP to Q. 26.)</td>
<td>0.0</td>
<td>0.0</td>
<td>1.4</td>
<td>1.0</td>
<td>56.2</td>
<td>4.8</td>
<td>12.7</td>
</tr>
</tbody>
</table>

Statistical significance: \( \chi^2(10) = 812.4, p = .000 \), Cramer’s V = .499
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. 24. 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>General Medical/VA/LTAC Hospital</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
<th>All Facility Types</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(n = 76)</td>
<td>(n = 51)</td>
<td>(n = 12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25th</td>
<td>$39.96</td>
<td>$36.69</td>
<td></td>
<td></td>
<td>$44.83</td>
<td>$38.08</td>
<td>$37.25</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$45.00</td>
<td>$42.00</td>
<td></td>
<td></td>
<td>$50.00</td>
<td>$50.00</td>
<td>$45.00</td>
</tr>
<tr>
<td>75th</td>
<td>$51.32</td>
<td>$52.75</td>
<td></td>
<td></td>
<td>$55.00</td>
<td>$60.00</td>
<td>$55.00</td>
</tr>
</tbody>
</table>

|            | (n = 68)                         | (n = 39)       | (n = 11)           |     |                         |                        |                    |
| 25th       | $34.64                           | $35.00         |                    |     | $36.00                  | $33.51                 | $33.55             | $35.00             |
| 50th (median) | $40.00                       | $40.50         |                    |     | $40.00                  | $45.04                 | $38.71             | $40.00             |
| 75th       | $49.50                           | $45.00         |                    |     | $45.00                  | $60.00                 | $46.01             | $45.00             |
Table 3: Hourly Wage for Clinical Service Providers

Q. 24. 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>General Medical/VA/LTAC Hospital</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
<th>All Facility Types</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Part-time</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(n = 74)</td>
<td>(n = 50)</td>
<td>(n = 12)</td>
<td>(n = 140)</td>
<td>(n = 33)</td>
<td>(n = 121)</td>
<td>(n = 457)</td>
</tr>
<tr>
<td>25th</td>
<td>$39.91</td>
<td>$36.86</td>
<td>$n &lt; 25</td>
<td>$44.06</td>
<td>$37.33</td>
<td>$37.44</td>
<td>$40.00</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$45.00</td>
<td>$42.00</td>
<td></td>
<td>$50.00</td>
<td>$50.00</td>
<td>$45.00</td>
<td>$47.00</td>
</tr>
<tr>
<td>75th</td>
<td>$50.00</td>
<td>$52.75</td>
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<td>$55.00</td>
<td>$60.91</td>
<td>$55.00</td>
<td>$55.00</td>
</tr>
<tr>
<td></td>
<td>Full-time</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(n = 65)</td>
<td>(n = 38)</td>
<td>(n = 11)</td>
<td>(n = 177)</td>
<td>(n = 35)</td>
<td>(n = 117)</td>
<td>(n = 453)</td>
</tr>
<tr>
<td>25th</td>
<td>$34.04</td>
<td>$35.00</td>
<td>$n &lt; 25</td>
<td>$36.00</td>
<td>$33.50</td>
<td>$33.09</td>
<td>$35.00</td>
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<tr>
<td>50th (median)</td>
<td>$40.00</td>
<td>$40.50</td>
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<td>$40.00</td>
<td>$42.90</td>
<td>$38.08</td>
<td>$40.00</td>
</tr>
<tr>
<td>75th</td>
<td>$49.50</td>
<td>$45.00</td>
<td></td>
<td>$43.92</td>
<td>$55.41</td>
<td>$45.00</td>
<td>$45.00</td>
</tr>
</tbody>
</table>
Table 4: Median Hourly Wage by Region of the Country

Q. 24. 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>General Medical/VA/ LTAC Hospital</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/ Client’s Home</th>
<th>Outpatient Clinic/Office</th>
<th>All Facility Types</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>Wage</td>
<td>n</td>
<td>Wage</td>
<td>n</td>
<td>Wage</td>
<td>n</td>
</tr>
<tr>
<td>Part-time</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northeast</td>
<td>11</td>
<td>n &lt; 25</td>
<td>12</td>
<td>n &lt; 25</td>
<td>3</td>
<td>n &lt; 25</td>
<td>35</td>
</tr>
<tr>
<td>Midwest</td>
<td>11</td>
<td>n &lt; 25</td>
<td>5</td>
<td>n &lt; 25</td>
<td>3</td>
<td>n &lt; 25</td>
<td>39</td>
</tr>
<tr>
<td>South</td>
<td>30</td>
<td>$45.00</td>
<td>21</td>
<td>n &lt; 25</td>
<td>3</td>
<td>n &lt; 25</td>
<td>54</td>
</tr>
<tr>
<td>West</td>
<td>25</td>
<td>$47.25</td>
<td>13</td>
<td>n &lt; 25</td>
<td>2</td>
<td>n &lt; 25</td>
<td>17</td>
</tr>
<tr>
<td>Full-time</td>
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<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Northeast</td>
<td>12</td>
<td>n &lt; 25</td>
<td>9</td>
<td>n &lt; 25</td>
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<td>n &lt; 25</td>
<td>16</td>
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<td>Midwest</td>
<td>13</td>
<td>n &lt; 25</td>
<td>6</td>
<td>n &lt; 25</td>
<td>3</td>
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<td>68</td>
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<tr>
<td>South</td>
<td>21</td>
<td>n &lt; 25</td>
<td>11</td>
<td>n &lt; 25</td>
<td>4</td>
<td>n &lt; 25</td>
<td>79</td>
</tr>
<tr>
<td>West</td>
<td>20</td>
<td>n &lt; 25</td>
<td>13</td>
<td>n &lt; 25</td>
<td>3</td>
<td>n &lt; 25</td>
<td>21</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

9/15/15