A Career in Private Practice

Final Year Students – Griffith University
My Journey in Private Practice
Why Private Practice

- Growing viability – Medicare, FaHCSIA, Disability Care, Private Health and contracted services (e.g. schools)
- Independence
- Flexibility
- Self-determination
- Job Satisfaction
- Opportunity ongoing, intensive clinical services
- Design work around your family
- Family Friendly Workplace
- Work-Life Balance
Essentials in Private Practice

- Broad base of experience
- SPA recommends at least 3 years experience before working as a sole private practitioner
- Be comfortable with directly taking monies for services
- Provide reputable, high quality, evidence based services
Where are Private Clinics

- Home
- Schools
- Hospital
- Mobile
- Rooms
- Sublease rooms
- Shared rooms
Private Practice on the Gold Coast

- 31 Private Clinics Gold Coast & Tweed
- 48 Private Speech Pathologists
- 77% Sole Practitioners
- 23% Group Clinics
- 48% Paediatric 13% Adult 39% Both
- www.therapymatters.com.au/Links
Private Practice Positions

- Exclusive Private or Second Job
- Sole practitioner
- Employed practitioner (Casual, Part-time or Full-time)
- Subcontracted practitioner
- Business owner in a shared practice
Working in a private practice

Employee
- Award only remuneration
- Award + Incentive Based pay

Business Owner (Need ABN)
- Solo practitioner
- Subcontractor – Individual Arrangements
- Fee for Service – Organisational contract
- Shared Practice – Pay % of takings or business costs
Employee vs Subcontractor

Subcontractor

- contracted to work for a set period of time or to do a set task
- can choose whether or not to do a job
- high level of personal control
- decides how to carry out the work and what expertise is needed to do so
- bears the risk for making a profit or loss on each job
- has their own insurance
- provides their own assessments, resources and therapy materials
- sets their own hours of work, fees and appointments
- doesn't get paid leave or other employment benefits
- is paid based on the completion of the job they're hired to do
- invoices the person who hired them to do the job
- pays their own superannuation and tax, including GST.
- Has an ABN
Employee vs Subcontractor

Employee

- has a master – servant relationship with their employer
- performs their job under the direction and control of their employer, on an ongoing basis
- has all the assessments, resources and therapy materials provided by their employer
- bears no financial risk
- usually works standard or set hours
- receives annual leave, personal leave and other benefits
- is paid regularly and
- has their tax and superannuation paid by employer.
Employee Income
Minimum Guaranteed Hourly Wage

- From 2010 – Modern Awards
- Health Professionals and Support Services Award
- Level 1 – Entry Level (New Graduates)
- Level 2 – Independent Worker
- Level 3 – Experience with Specialised skills
<table>
<thead>
<tr>
<th>LEVEL</th>
<th>FULL-TIME</th>
<th>COMMISSION PERCENTAGE</th>
<th>PART-TIME</th>
<th>COMMISSION PERCENTAGE</th>
<th>CASUAL</th>
<th>COMMISSION PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>WEEKLY</td>
<td></td>
<td>HOURLY</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LEVEL 1</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay Point 3 – Bachelor</td>
<td>$824.20</td>
<td>32%</td>
<td>$21.6895</td>
<td>32%</td>
<td>$27.1118</td>
<td>40%</td>
</tr>
<tr>
<td>Pay Point 4 – Masters</td>
<td>$852.60</td>
<td>34%</td>
<td><strong>$22.4368</strong></td>
<td>34%</td>
<td><strong>$28.0460</strong></td>
<td>42.5%</td>
</tr>
<tr>
<td>Pay Point 5</td>
<td>$928.90</td>
<td>36%</td>
<td>$24.4447</td>
<td>36%</td>
<td>$30.5559</td>
<td>45%</td>
</tr>
<tr>
<td>Pay Point 6</td>
<td>$961.80</td>
<td>38%</td>
<td>$25.3105</td>
<td>38%</td>
<td>$31.6381</td>
<td>47.5%</td>
</tr>
<tr>
<td><strong>LEVEL 2</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay Point 1</td>
<td>$967.20</td>
<td>40%</td>
<td>$25.4526</td>
<td>40%</td>
<td>$31.8158</td>
<td>50%</td>
</tr>
<tr>
<td>Pay Point 2</td>
<td>$1002.10</td>
<td>42%</td>
<td>$26.3710</td>
<td>42%</td>
<td>$32.9638</td>
<td>52.5%</td>
</tr>
<tr>
<td>Pay Point 3</td>
<td>$1040.40</td>
<td>44%</td>
<td>$27.3789</td>
<td>44%</td>
<td>$34.2237</td>
<td>55%</td>
</tr>
<tr>
<td>Pay Point 4</td>
<td>$1081.80</td>
<td>46%</td>
<td>$28.4684</td>
<td>46%</td>
<td>$35.5855</td>
<td>57.5%</td>
</tr>
<tr>
<td><strong>LEVEL 3</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay Point 1</td>
<td>$1,128.80</td>
<td>48%</td>
<td>$29.7053</td>
<td>48%</td>
<td>$37.1316</td>
<td>60%</td>
</tr>
<tr>
<td>Pay Point 2</td>
<td>$1160.40</td>
<td>48%</td>
<td>$30.5368</td>
<td>48%</td>
<td>$38.1710</td>
<td>60%</td>
</tr>
<tr>
<td>Pay Point 3</td>
<td>$1185.50</td>
<td>48%</td>
<td>$31.1974</td>
<td>48%</td>
<td>$38.9967</td>
<td>60%</td>
</tr>
<tr>
<td>Pay Point 4</td>
<td>$1238.00</td>
<td>48%</td>
<td>$32.5789</td>
<td>48%</td>
<td>$40.7237</td>
<td>60%</td>
</tr>
<tr>
<td>Pay Point 5</td>
<td>$1,283.80</td>
<td>48%</td>
<td>$33.7842</td>
<td>48%</td>
<td>$42.2303</td>
<td>60%</td>
</tr>
</tbody>
</table>
Recruitment

- Ads placed in www.seek.com.au
- Looking for:
  - Blue Card
  - Member Speech Pathology Australia
  - Communication Skills
  - Diversity of skills or specialist skills (e.g. disability, literacy)
  - Time management & organisational skills
  - Teamwork
  - Lifelong learner
- Happy to consider applications even if no current vacancy
- Often can be approached for volunteer, mentoring or re-entry opportunities
Private Practice Practicalities

NEED:
- Medicare Provider Number
- Member of Speech Pathology Australia
- Additional Insurances
- Business Knowledge
- Workplace & Business Law Knowledge
- Knowledge of funding initiatives and how to comply (e.g. Medicare, FaHCSIA, DisabilityCare)
Private Practice Challenges

- Stability of income
- Need to develop business skills
- Need to achieve a balance between clinical skills and running the business
- Fail to attend
- Number of clients being seen
- Mentoring
- Supervision
- Admin Support
What has worked for our practice

- Diversity of income sources
- Family friendly workplace and policies
- Taking on employees
- Selling products
- Building a clinical reputation over a long period of time
- Collaboration with colleagues and referral agents
- Having appropriate administrative support
- Flexible to meet staff needs
- Developing a remuneration model
Our First New Graduate Position - 2013
What worked well

- “Receiving support from a big team of speech pathologists however still having autonomy to make my own clinical decisions
- Having access to a wide range of resources
- Reduced range of caseload and number of clients
- Feeling comfortable to discuss clinical cases with approachable co-workers
- The flexibility (e.g. TIL, input into my own timetable and range of clients)
- Working with a great admin team
- Being provided with opportunities for professional development
- Being able to join a large pre-existing professional network which includes a range of allied health, teachers, doctors etc.”

Lucy Simpson (Therapy Matters SLP – New Graduate Position)
What was a challenge

- “Some things I found most challenging were not really exclusive to working in a private practice (e.g. balancing clinical and nonclinical duties)”
- “Feeling quite a bit younger/ less experienced than everyone else is challenging however, at Therapy Matters this didn’t really bother me because I feel comfortable talking to everyone and asking questions”
- “Complying with additional policies/laws”

Lucy Simpson (Therapy Matters SLP – New Graduate Position)
Advice to New Grads considering Private Practice

- **Discuss in detail with employer, before you start working:**
  - Caseload
  - How many clients to be seen a day
  - How you are to be employed (e.g. employee or subcontractor)
  - Support/supervision provided

- **Can sign up for an SPA mentor for external supervision if needed**
Advice to New Grads considering Private Practice

- Become familiar with policies/initiatives (e.g. Medicare or FaHCSIA)
- If you feel overwhelmed - talk to your employer/ co-workers & prioritise work into essential and less-essential tasks
- Stay in touch with your uni friends- great for sharing clinical cases and resources as well as being able to discuss with them what is expected of them in their new jobs