

SPEECH PATHOLOGY SERVICES

THERAPY



Helping Children to
Learn to Talk
Talk to Learn

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



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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
- http://www.fwc.gov.au/documents/modern_wards/pdf/MA000027.pdf
- Level 1 – Entry Level (New Graduates)
- Level 2 – Independent Worker
- Level 3 – Experience with Specialised skills



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LEVEL	FULL-TIME	COMMISSION PERCENTAGE	PART-TIME	COMMISSION PERCENTAGE	CASUAL	COMMISSION PERCENTAGE
	WEEKLY		HOURLY		HOURLY	
LEVEL 1						
Pay Point 3 – Bachelor	\$824.20	32%	\$21.6895	32%	\$27.1118	40%
Pay Point 4 – Masters	\$852.60	34%	\$22.4368	34%	\$28.0460	42.5%
Pay Point 5	\$928.90	36%	\$24.4447	36%	\$30.5559	45%
Pay Point 6	\$961.80	38%	\$25.3105	38%	\$31.6381	47.5%
LEVEL 2						
Pay Point 1	\$967.20	40%	\$25.4526	40%	\$31.8158	50%
Pay Point 2	\$1002.10	42%	\$26.3710	42%	\$32.9638	52.50%
Pay Point 3	\$1040.40	44%	\$27.3789	44%	\$34.2237	55%
Pay Point 4	\$1081.80	46%	\$28.4684	46%	\$35.5855	57.50%
LEVEL 3						
Pay Point 1	\$1,128.80	48%	\$29.7053	48%	\$37.1316	60%
Pay Point 2	\$1160.40	48%	\$30.5368	48%	\$38.1710	60%
Pay Point 3	\$1185.50	48%	\$31.1974	48%	\$38.9967	60%
Pay Point 4	\$1238.00	48%	\$32.5789	48%	\$40.7237	60%
Pay Point 5	\$1,283.80	48%	\$33.7842	48%	\$42.2303	60%

APY
ers

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



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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)



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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 attends
- 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)



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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 every one 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)



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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*



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www.therapymatters.com.au/About-Us/Employment

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