

Hand Therapy Certification Commission Report of the 2007 Salary & Benefits Survey



Overview

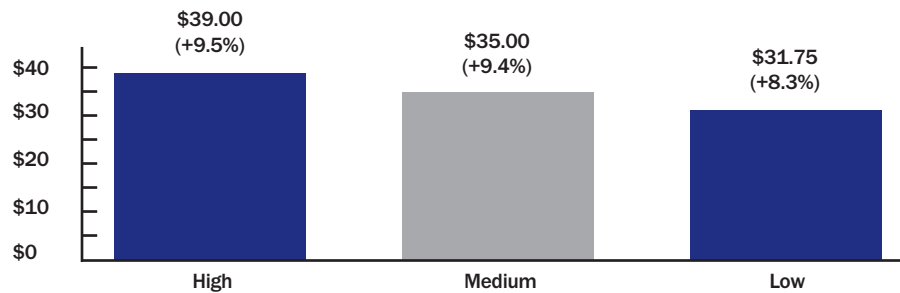
The Hand Therapy Certification Commission (HTCC) posted a salary survey on the HTCC website in March 2007. The purpose of the survey was to obtain information frequently requested by therapists and employers, to serve as resource to the hand therapy community by sharing information, and to provide ongoing data. 2248 surveys were completed (about twice as many as completed in 2004); 98% of the respondents were Certified Hand Therapists (CHTs) and 2% were not. Ninety-four percent of the respondents were from the United States (US), with 3% from Canada and 1% from Australia.

Salary Information

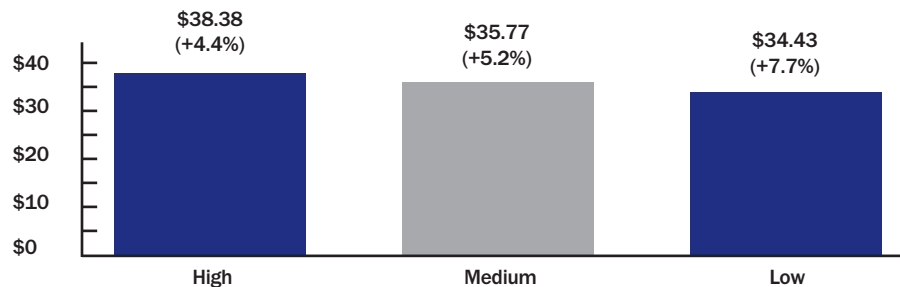
Information for the group as a whole is provided for the United States and Canada. Because of the small number of responses from Australia and from non-CHTs, no data can be reported for those groups. Data from the US has been divided into low, medium and high for CHTs. Regional data for the United States can be found on the HTCC website at www.htcc.org.

Average Salaries

Average salaries in the **United States** are given below. Numbers in parentheses indicate the percent increase compared to the 2004 Salary Survey conducted by HTCC.



Average Salaries in **Canada** (Canadian Dollars per hour)



Average Salaries (Continued)

In addition, information was obtained regarding years of experience, how therapists were paid, how many hours they worked and whether or not they received benefits. Salary information is broken down into these categories for CHTs in the United States:

CHTs:	High	Medium	Low
5 years Experience*	\$32.75	\$28.15	\$27.13
6-10 Years Experience	\$36.00 (+2.9%)	\$32.55 (+8.5%)	\$29.02 (+11.6%)
11-15 Years Experience	\$38.00 (+8.6%)	\$34.42 (+7.6%)	\$31.37 (+8.2%)
16-20 Years Experience*	\$39.03	\$35.00	\$32.00
> 20 Years Experience*	\$40.27	\$36.00	\$33.00
Paid Hourly	\$39.79 (+13.7%)	\$35.00 (+8.2%)	\$31.91 (+10%)
Salaried	\$38.08 (+2.9%)	\$34.58 (+8.1%)	\$31.36 (+12%)
>40 Hours/Week*	\$40.00	\$35.02	\$32.00
32-40 Hours/Week	\$38.00 (+8.6%)	\$34.25 (+7%)	\$31.51 (+12.5%)
<32 Hours/Week	\$40.00 (+8.1%)	\$35.00 (+6.1%)	\$32.00 (+10.3%)
Receive Benefits	\$38.47 (-3.8%)	\$34.95 (-0.1%)	\$31.52 (-0.7%)
No Benefits	\$44.75 (+28%)	\$40.00 (+27%)	\$35.00 (+25%)

* This data was not collected in 2004.

Thirty percent of the respondents reported that they are the owners of their own practices. Because their responses tended to skew the overall results, their salaries are reported separately as follows:

	High	Medium	Low
CHT Practice Owners	\$50.00 (n/c)	\$41.00 (+2.5%)	\$34.60 (+15%)

How Therapists are Paid

How Therapists are Paid	
Hourly	48% Per Diem 2%
Salary	45% Other 5%

Is Overtime Required?

Sixty-four percent of the CHTs were expected to work overtime. Of those who answered yes, approximately 20% were given time off and approximately 22% were paid for the overtime work. About 8% were compensated in other ways or worked overtime as the practice owner. About 50% reported that they were not compensated.

Salary Increases in 2006

Seventy-one percent of the CHT respondents reported receiving a salary increase in 2006; 29% did not. If an increase was received, it was based on:

Basis for Salary Increase	
Merit/Cost of Living32%
Merit Only27%
Cost of Living Only21%
Other12%

Annual Bonus

Approximately 25% of the CHTs received a bonus in 2006. Bonuses were awarded annually (44%), quarterly (31%) or monthly (11%). About 14% received a bonus on an infrequent basis. When given, the bonus was most often based on facility profitability, reaching specific goals, as a hiring or retention incentive, or as recognition of a particular achievement.

Other Incentives

Other incentives mentioned by respondents included:

- ▶ Airline tickets
- ▶ Cell phone
- ▶ Company car or car allowance
- ▶ Coupons for car wash
- ▶ Extra continuing education money
- ▶ Extra vacation time or days off
- ▶ Flexible work hours
- ▶ Gift cards
- ▶ Gifts or clothing with company logo
- ▶ Health club membership
- ▶ Laptop computer
- ▶ Movie tickets
- ▶ Professional dues paid
- ▶ Profit sharing
- ▶ Reimbursement for costs of CHT exam
- ▶ Spa day

Benefit Information

Employment Benefits	
Paid Time Off	84%
Health Insurance	69%
Holidays	69%
Investment (i.e. 401K)	66%
Malpractice Insurance	59%
Dental	58%
Life Insurance	53%
Long Term Disability	45%
Short Term Disability	41%
Vision Insurance	39%
Membership Dues	30%
Recertification Fees	29%
License Fees	28%
Certification Fees	26%
Other	22%
Profit Sharing	17%
None	8%

Employment benefits were almost identical to those reported in 2004, with the exception of fees paid for licensing and credentialing, which increased about 6%.

Continuing Education Benefits

Eighty-four percent reported receiving continuing education benefits, which was identical to the 2004 salary survey. Education benefits included:

Education Benefits	
Designated dollar amount	48%
Negotiated amount	39%
Combination of benefits.	23%
1 state or national meeting/year . . .	16%
2 state or national meetings/year . . .	7%
3 state or national meetings/year . . .	1%

Education Benefits Breakdown	
Registration.	90%
Paid days off	69%
Travel Expenses.	60%
Comp days off.	13%

Demographic & Practice Information

Characteristics of Practice Location	
Suburban.	48%
Urban	41%
Rural	10%

Regional Distribution of U.S. Responses	
Midwest.	26%
West	24%
South	19%
Mid-Atlantic	16%
New England	8%
Southwest	8%

Professional Degree Information	
OT.	87%
PT	12%
OT/PT	1%

Highest Degree Obtained	
Bachelors	72%
Masters.	25%
Doctorate.	2%

Years in Practice	
< 5	1%
6-10	19%
11-15	22%
16-20	19%
> 20	39%

Years Treating UQ Patients	
< 4	4%
5-10	33%
11-15	25%
16-20	21%
> 20	16%

Demographic & Practice Information (Continued)

Where Therapists Practice	
Hospital	40%
Therapist Owned	23%
Physician Owned	18%
Corporate Outpatient	14%
Other	5%

Job Title	
Staff Therapist	43%
Senior Therapist	26%
Clinical Supervisor	10%
Manager/Administrator	8%
Per diem employee	5%
Other	5%
Ind. Contractor	2%
Educator	1%
Researcher	0%
Post-graduate Student	0%

Time Spent in Patient Care	
100%	64%
75%	29%
50%	3%
25%	2%
< 25%	1%

Percent UQ Patients	
100%	81%
75%	12%
50%	4%
25%	2%
< 25%	0%

Benefits of Becoming a CHT

Reward for Earning the CHT Credential

In 2007, 52% reported receiving additional compensation for passing the CHT exam, while in 2004, 37% of the CHTs reported receiving compensation for becoming a CHT. It appears that more employers are now recognizing the achievement of earning the CHT credential. In both 2004 and 2007, 92% felt that becoming a CHT strengthened their position in the job market. The type of rewards given has not changed significantly.

Type of Rewards Given	
Increase in Base Salary	88%
Bonus	10%
Job Promotion	8%
Other	7%
Increase in Benefits	2%

Other rewards that were mentioned were being reimbursed for the examination costs, being offered a partnership in the practice, recognition by referring physicians, greater job opportunities, and increased referrals.

Reasons for Becoming a CHT

The reasons for becoming a CHT have always been primarily for personal satisfaction and professional recognition, which did not change in this survey. However, there appears to be a trend among therapists who felt that the CHT credential gave them better access to jobs, improved opportunities, increased reimbursement, and greater opportunity for networking.

Type of Rewards Given	
Personal Satisfaction	93%
Professional Recognition	87%
Better Access to Jobs	79%
Higher Salary	58%
Promotion Opportunities	53%
Networking	45%
Improved Reimbursement	38%
Pressure from Employer	12%
Peer Pressure	9%

Disclaimer

This report contains salary and benefits information and is provided as a service to the hand therapy community. HTCC provides only aggregated salary data to be used only for informational purposes, and disclaims any attempt to directly or indirectly suggest what salary schedule and/or benefits should be established for hand therapists. HTCC strives not to violate the antitrust laws in collecting or disseminating salary information.

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