

**PHYSIOTHERAPY
COMPENSATION
REPORT 2022:
HOME CARE SECTOR**



**ONTARIO
PHYSIOTHERAPY
ASSOCIATION**

PHYSIOTHERAPY COMPENSATION REPORT 2022: HOME CARE SECTOR

This report provides additional details that are specific to physiotherapists working in the home care sector. Sections include rates of compensation, methods of compensation, access to benefits, and likelihood of employment change.

This report reflects data collected in Ontario from November 2 through December 4, 2022. The survey was conducted by itracks, and this report was developed from their analysis. The data is based on reports by individuals and is descriptive. This report is not intended to be used as a guide to suggest compensation rates or fees.

The methodology and demographics are described in the Physiotherapy Compensation Report 2022: Methodology, Demographics and Group Profiles.

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KEY DEFINITIONS

MEAN: The average of a set of data points calculated by adding all the values in the set and dividing by the number of data points in the set.

STANDARD DEVIATION: A measurement of the amount of variation from the mean or average in a data set. For example, if a data set has a mean of 40 dollars and a standard deviation of 15 dollars, most of the data will fall between 25 dollars and 55 dollars.

MEDIAN: The middle value in a data set.

QUARTILE: A group of data points that represent 25% of the data within a set. The first and third quartiles can be found by identifying the medians of the lower and upper halves of the data.

INTERQUARTILE RANGE (IQR): The distance between the third and first quartiles.

UPPER QUARTILE (Q3): Seventy-five percent of the scores fall below the upper quartile.

LOWER QUARTILE (Q1): Twenty-five percent of scores fall below the lower quartile.

EFFECTIVE HOURLY RATE: The result of a calculation based on reported estimates of annual salary or income, divided by an estimate of the total hours worked in the year. This calculation provides a way to compare compensation rates between differences in the method of compensation.

SUMMARY

Home care is the third largest sector in this report, with 201 respondents.

The **average effective hourly rate for all physiotherapists working in home care was \$50.50 per hour**. The average effective hourly rate for PTs that identified as a “clinician providing physiotherapy care” was \$46.81 per hour (n=120). Those who receive some form of additional travel compensation have an **average effective hourly rate of \$47.00 per hour**, while those who don’t receive any form of additional travel compensation have an **effective hourly rate of \$52.00 per hour**. There is a significant disparity in the compensation levels within the group, which will require additional research to better understand the reasons.

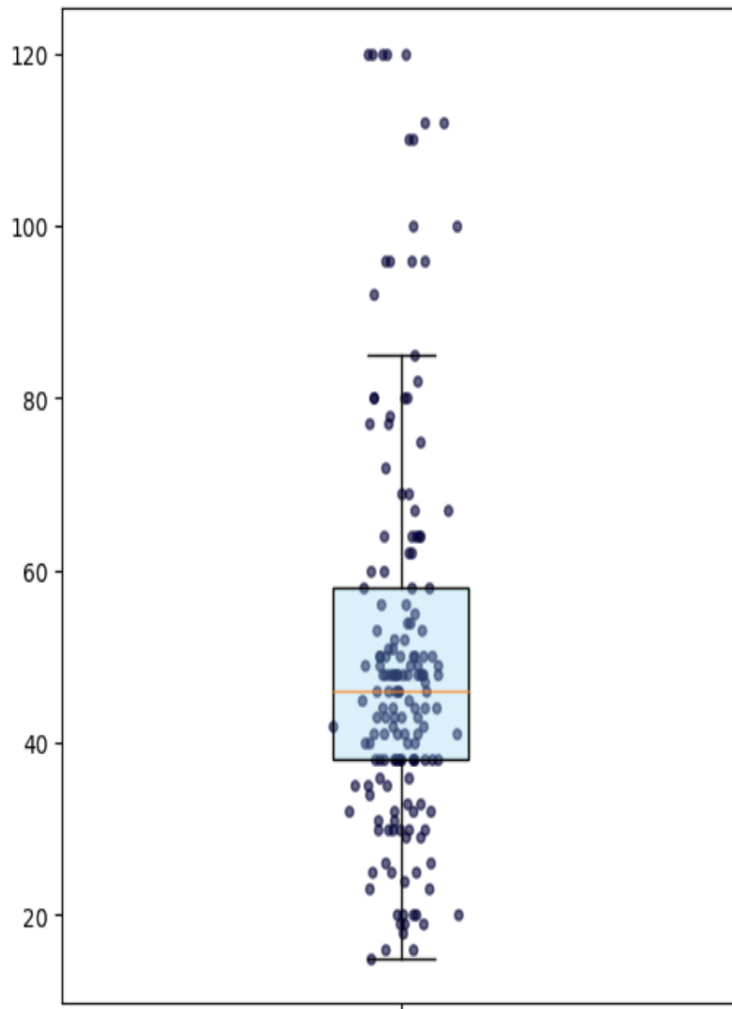
The average number of hours worked within the sector each week was lowest with home care PTs working an average of 21.33 hours, compared to a weighted average of 31.77 hours per week across all sectors.

AVERAGE COMPENSATION (ALL COMPENSATION METHODS)

The box plot below displays the data points for the effective hourly rate for all compensation methods and role types for PTs working in home care, including clinicians and non-clinicians. The **average effective hourly rate** for physiotherapists working in home care was **\$50.50**, represented by the orange line below. 50% of the effective hourly rates were between **\$38.00** and **\$58.00**, represented by the blue box, with a considerable cluster being found between **\$25.00** and **\$45.00**.

The lower line extending below the blue box shows the range of the **lowest 25%** of the data points, which is between **\$15** and **\$38**. The upper line extending above the blue box is longer showing that the **highest 25%** of the data points has a wider range with data points dispersed between **\$58** and **\$120**.

Fig. 1: Average Effective Hourly Rate, All Compensation Types (CAD) – Home Care

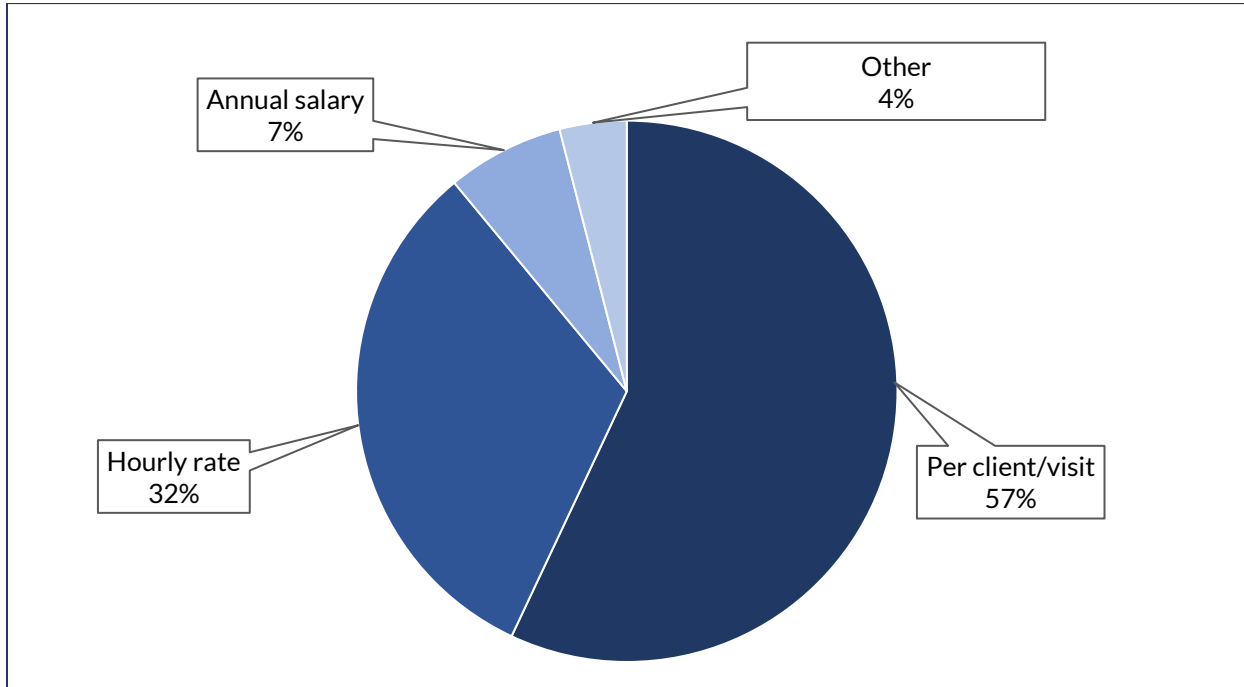


HOME CARE – ALL COMPENSATION TYPES	
Mean/Average	\$48.50
Median (Central Number)	\$46.00
Standard Deviation	\$23.77
Average Hours per Week	21.33
Average Effective Hourly Rate	\$50.50
N=201	

COMPENSATION METHODS - HOME CARE

Respondents indicated the method of compensation used in their employment in home care.

Fig. 2: Types of Compensation Methods - Home Care

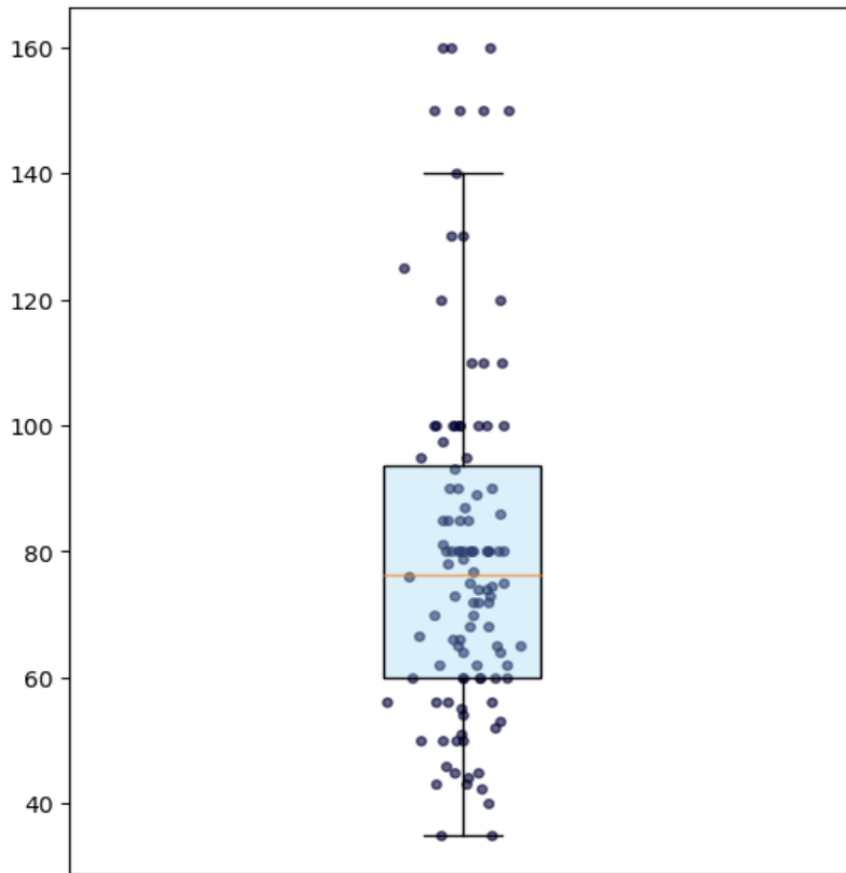


*Other compensation methods included per diem and combinations of the above such as an hourly rate plus profit share.

COMPENSATION PER CLIENT VISIT - HOME CARE

The box plot below displays the reported data points for **per client visit compensation**. For this compensation method, the **average earned per visit** was **\$78.22**. 50% of the reported rates are between **\$60.00** and **\$95.00** represented by the blue box. The lower line extending below the blue box shows the range of the **lowest 25%** of the data points which is concentrated between **\$40** and **\$60** with a **cluster at \$50**. The upper line extending above the blue box is longer showing that the **highest 25%** of the data points have a wider range with **clusters at \$100, \$150, and \$160**. There is a significant range in compensation per visit rates (\$40 - \$160 per visit) which is partially explained by variances in travel compensation types and amounts. Additional research is required to identify other reasons for the disparity.

Fig. 3: Per Client Visit Compensation (CAD) - Home Care

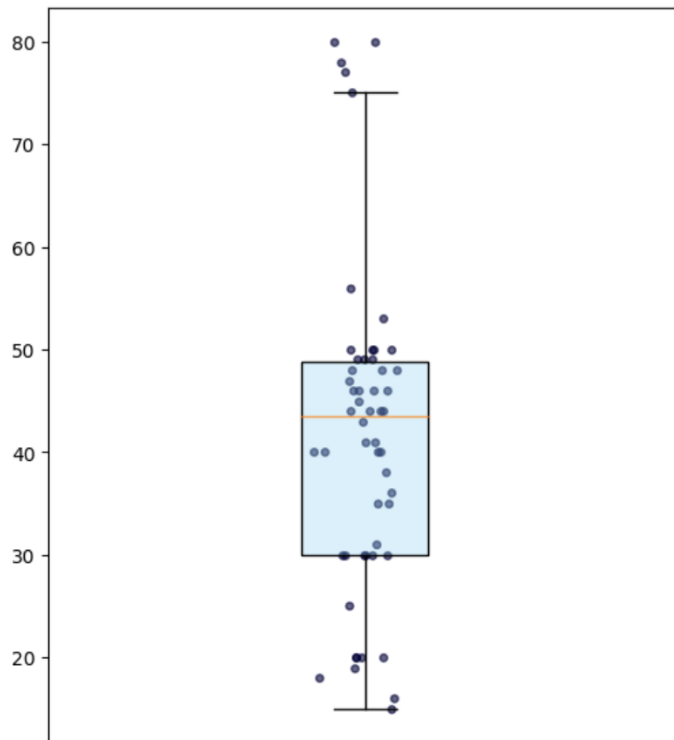


HOME CARE - PER CLIENT VISIT	
Average Client Visit Rate	\$78.22
Median (Central Number)	\$76.30
Standard Deviation	\$28.60
Average Annual Compensation	\$58,630
Average Hours per Week	21.33
Average Effective Hourly Rate	\$58.60
N=113	

COMPENSATION ON HOURLY BASIS - HOME CARE

The box plot below displays the reported data points reported for hourly compensation. For all respondents that reported being compensated on a per hour basis, the **average effective hourly rate** was **\$47.30**. 50% of the reported rates are between **\$30.00** and **\$49.00** represented by the blue box. The lower line extending below the blue box shows the range of the **lowest 25%** of the data points which is between **\$18** and **\$30**. The upper line extending above the blue box is longer showing that the **highest 25%** of the data points have a wider range with **clusters scattered around \$55 and \$75 - \$80**.

Fig. 4: Hourly Rate Compensation (CAD) – Home Care



HOME CARE - HOURLY RATE	
Mean/Average Hourly Rate	\$47.30
Median (Central Number)	\$48.00
Standard Deviation	\$30.14
Average Hours per Week	22.82
Effective Hourly Rate	\$47.30
N=67	

COMPENSATION BY ANNUAL SALARY - HOME CARE

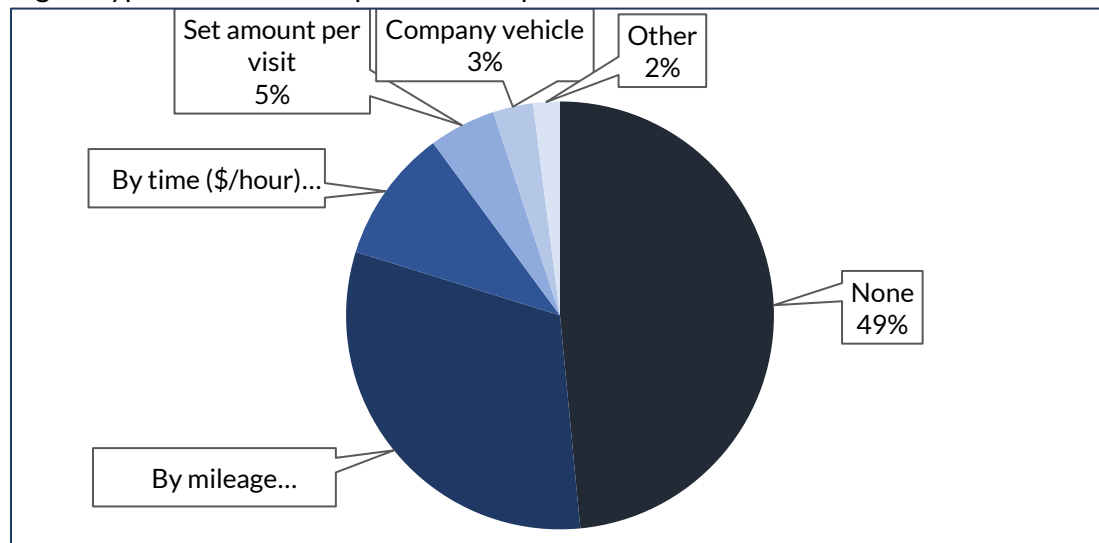
The average annual salary for PTs in the home care sector was **\$83,435**, with an average of **34.60** hours worked per week. 50% of the reported annual salary rates were between **\$70,000** and **\$95,000**. The **average effective hourly rate was \$44**. This is a small sample with few respondents in management or leadership positions included, which did not have a significant impact on the average annual salary.

HOME CARE - ANNUAL SALARY	
Average Annual Compensation	\$83,435
Median (Central Number) Effective Hourly Rate	\$44.00
Standard Deviation	\$4.67
Average Hours per Week	34.60
Average Effective Hourly Rate	\$44.00
N=67	

BENEFITS - TRAVEL & PARKING

Respondents from the home care sector indicated whether they received compensation for travel to and from patient destinations. The proportions of travel compensation types are below.

Fig. 5: Types of Travel Compensation Reported - Home care



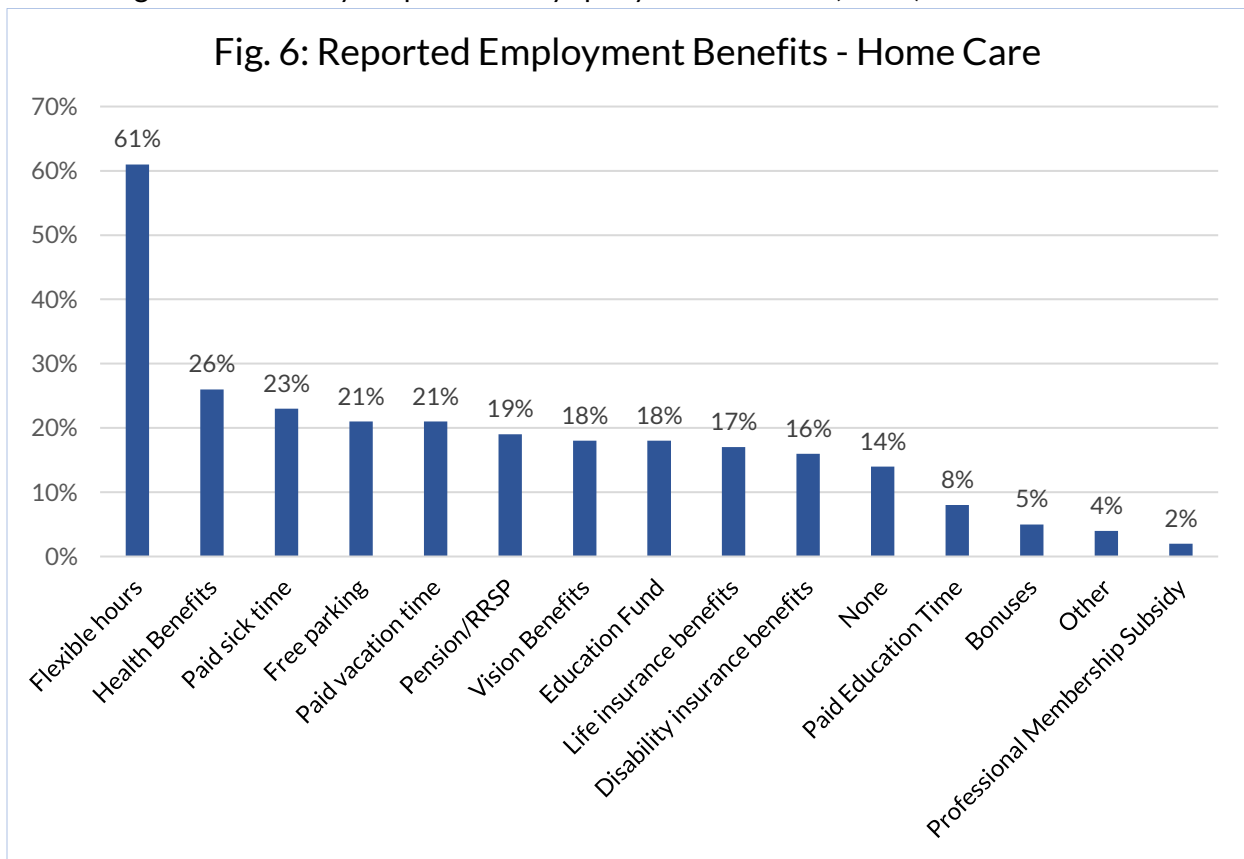
36% of respondents reported parking reimbursement as an employment benefit. Those who receive some form of additional travel compensation have an average effective hourly rate of \$47 per hour, while those who don't receive any form of additional travel compensation have an average effective hourly rate of \$52 per hour.

BENEFITS - GENERAL

Respondents reported the benefits to which they have access in their current role within the home care sector, which are displayed in the bar graph below.

The average number of weeks of paid vacation was reported was 3.36 (N=45).

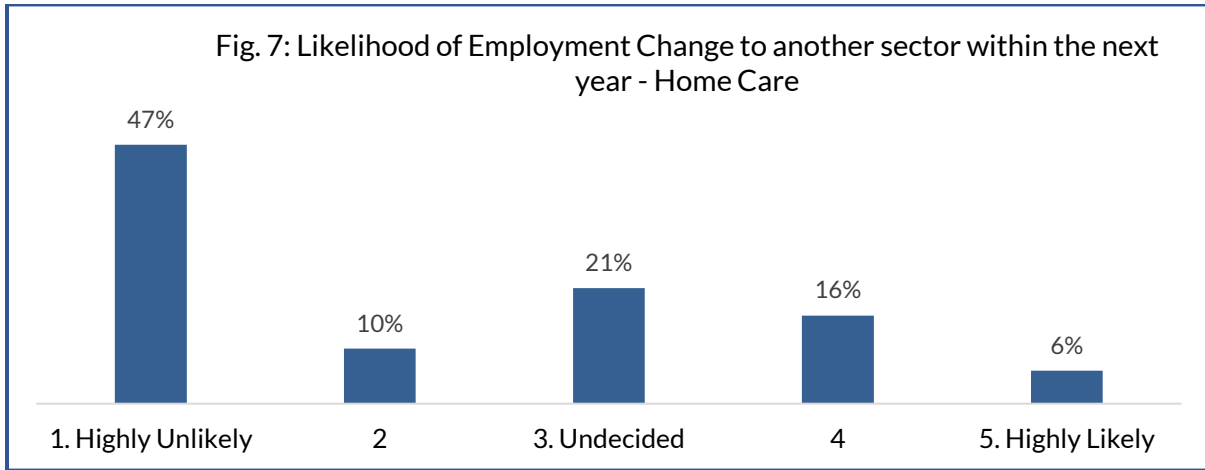
The average number of days of paid sick days per year was 12.35 (N=44).



*Other benefits listed were float time, paid emergency family medical time, and lunch stipends on travel days over 100km.

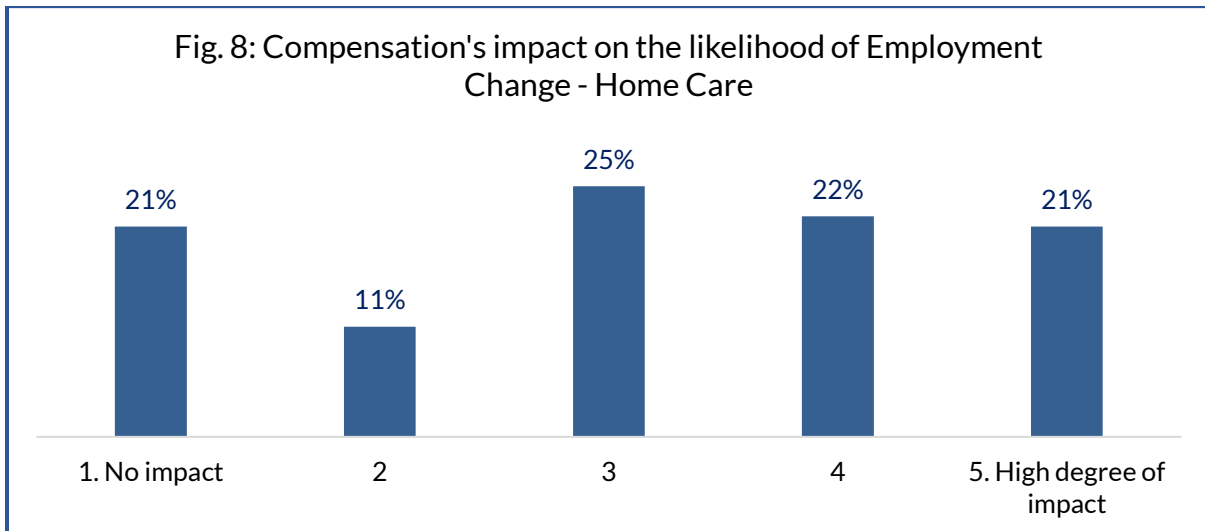
LIKELIHOOD OF EMPLOYMENT CHANGE

Respondents were asked to rate the likelihood that they will change to another sector within the next year.



N=201

Respondents were asked to rate the degree of impact their current compensation (including benefits) has on their likelihood of changing employment to another sector within the next year.



N=201