PHYSIOTHERAPY COMPENSATION REPORT 2022:

PRIVATE PRACTICE SECTOR

ONTARIO PHYSIOTHERAPY ASSOCIATION

PHYSIOTHERAPY COMPENSATION REPORT 2022: PRIVATE PRACTICE SECTOR

This report provides additional details that are specific to physiotherapists working in the private 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 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.

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, the majority 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.
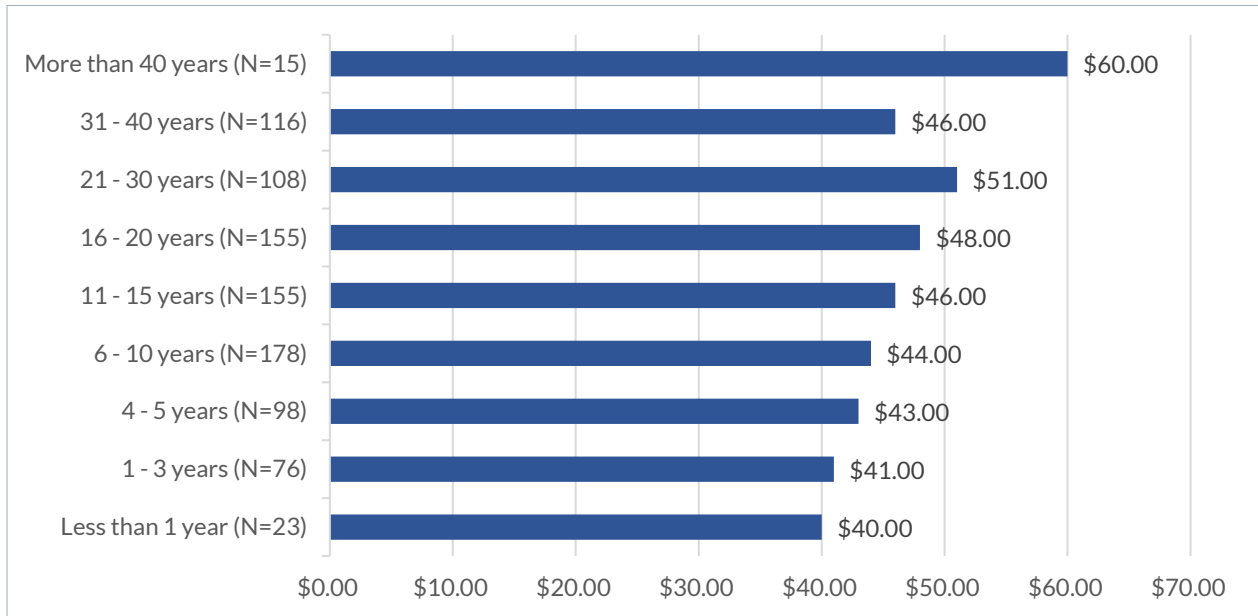
SUMMARY

Private practice is the largest sector with 856 respondents.

The **average effective hourly rate for all physiotherapists working in private practice was $49.03.**

The sample size for private practice was large enough to segment it into years of experience to compare compensation, which is shown in the figure below.

Fig. 1: Average Effective Hourly Rate of Compensation reported by Years of Experience
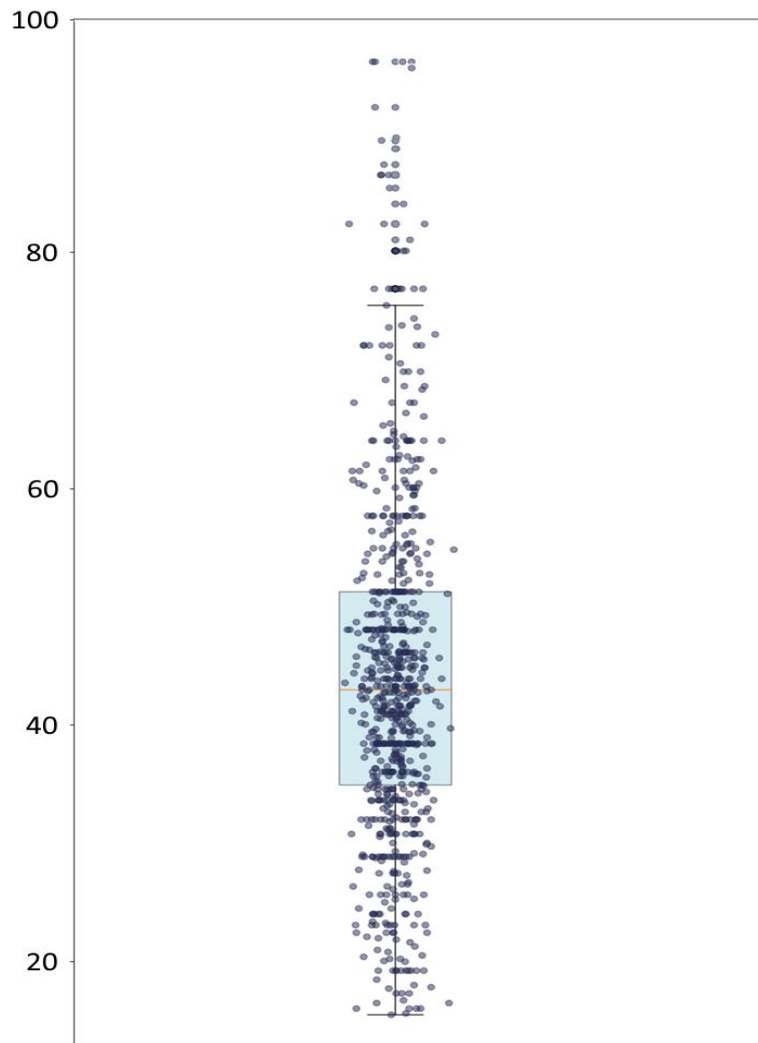

AVERAGE COMPENSATION (ALL COMPENSATION METHODS)

The box plot below displays the data points for the **effective hourly rate for all compensation methods, across all levels of experience** for PTs working in private practice, including clinicians and non-clinicians. There is a significant disparity between compensation levels within the private practice sector. The average effective hourly rate for physiotherapists working in private practice was **$49.03**, with 50% of the effective hourly rates between **$36.00 and $52.00** (represented by the blue box below).

The lower line extending below the blue box shows the range of the **lowest 25% of the data points which is between $15.00 and $36.00**. The upper line extending above the blue box is longer showing that the **upper quartile or 25% of the data points has a wider range with data points dispersed between $52.00 and $76.00.**

Fig. 2: Average Effective Hourly Rate, All Compensation Types (CAD) – Private Practice Sector

PRIVATE PRACTICE – ALL COMPENSATION TYPES	
Mean / Average Effective Hourly Rate	$49.03
Median (Central Number)	$43.00
Standard Deviation	$28.43
Average Hours per Week	31.06
N=856	

COMPENSATION METHODS – PRIVATE PRACTICE

Below are the reported employment types and methods of compensation from respondents.

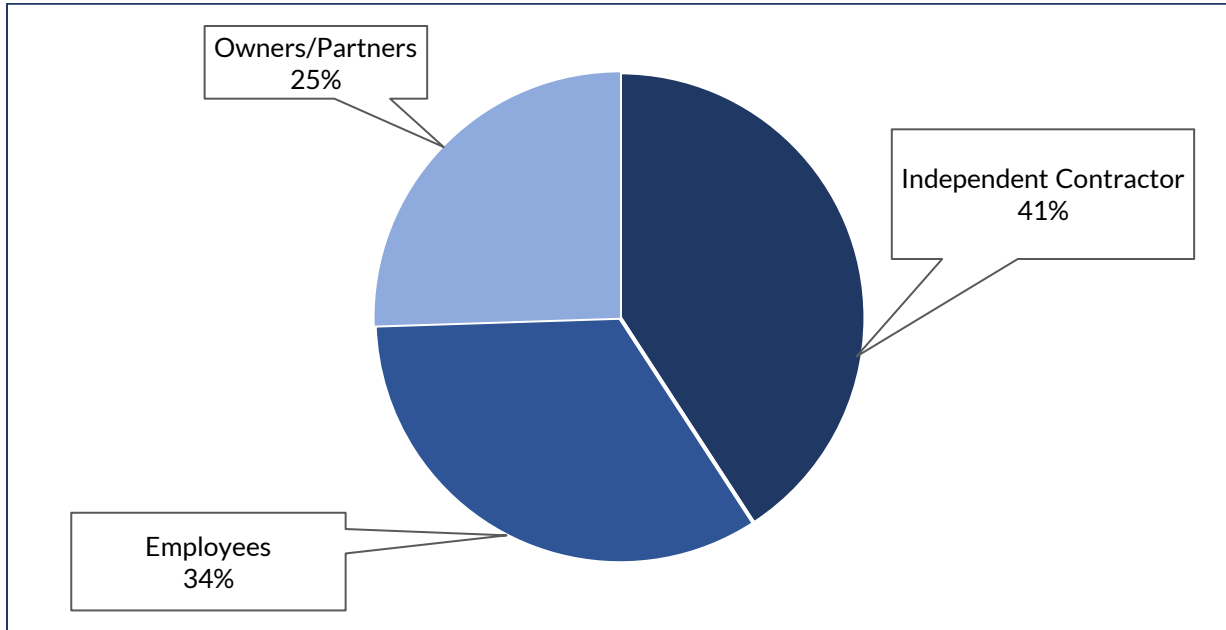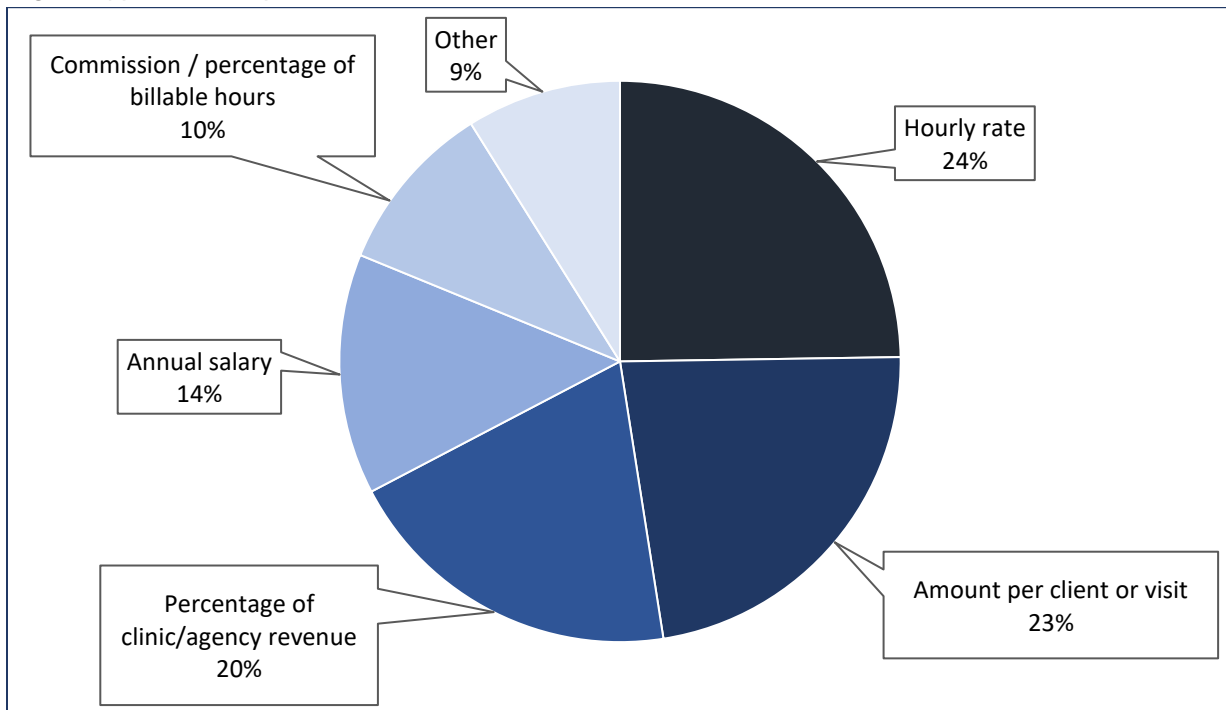Fig. 3: Types of Employment – Private Practice

Owners/Partners
25%

Independent Contractor
41%

Employees
34%

Fig. 4: Types of Compensation Methods – Private Practice

Commission / percentage of billable hours
10%

Other
9%

Hourly rate
24%

Annual salary
14%

Percentage of clinic/agency revenue
20%

Amount per client or visit
23%

The following pages will provide details about each reported type of compensation.
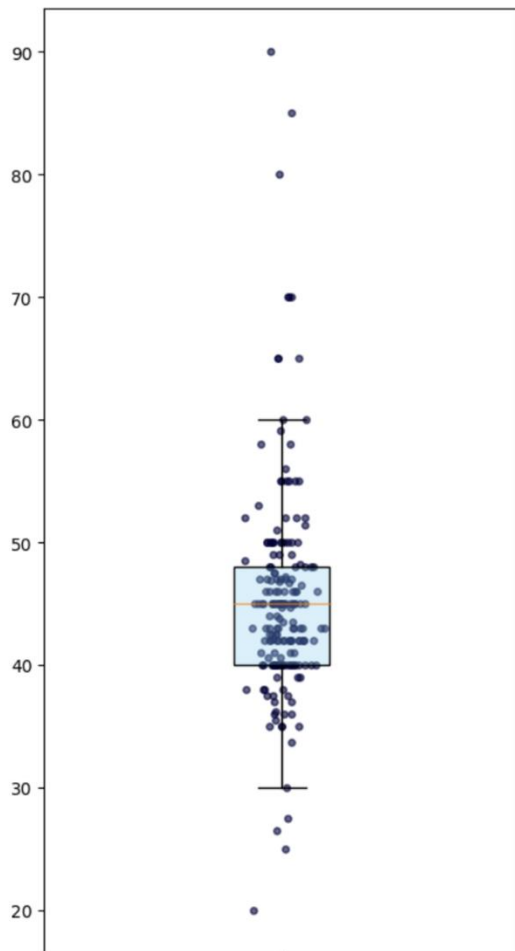
COMPENSATION ON HOURLY BASIS – PRIVATE PRACTICE

The box plot below displays the reported compensation of PTs paid on a **per hour basis.** Each data point represents a rate reported by one respondent.

The **average effective hourly rate** for PTs earning hourly rates in private practice was **$45.80 per hour.** 50% of the reported rates are between **$40.00 and $48.00,** represented by the blue box. The average effective hourly rate for the PTs that identified as a "**clinician providing physiotherapy care**" was **$44.85** (N=160); the effective hourly rate for **non-clinician PTs** was **$48.08** (N=53).

The lower line extending below the blue box shows the range of the **lowest 25%** of the data points which is concentrated between **$30.00 and $40.00**. The upper line extending above the blue box is longer showing that the **highest 25%** of the data points is concentrated between **$48.00 and $61.00.**

Fig. 5: Hourly Rate Compensation (CAD) – Private Practice

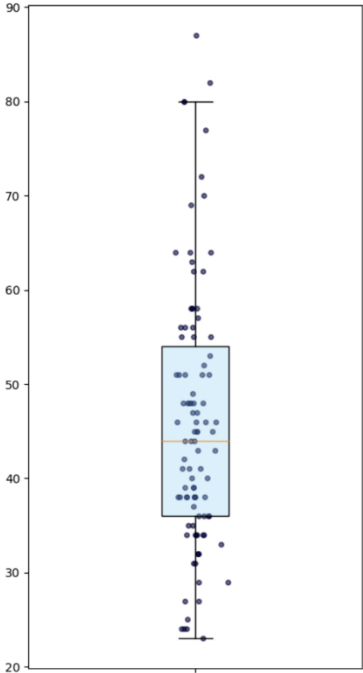| PRIVATE PRACTICE – HOURLY RATE	
Average Effective Hourly Rate	$45.80
Median (Central Number, Orange Line)	$43.00
Standard Deviation	$8.70
Average Hours per Week	31.46
N=213	

COMPENSATION BY ANNUAL SALARY – PRIVATE PRACTICE

The **average annual salary** for PTs working in the private practice sector was **$87,813,** with **50%** of the reported annual salary rates being between **$75,000 and $95,000.**

Due to the variance in the number of hours worked, which directly impacts the total annual compensation, the **effective hourly rates** were calculated and shown in the box plot below. Each data point represents a rate reported by one respondent. The **average effective hourly rate** for private practice PTs paid an annual salary was **$46.73 per hour**.

This is a small sample and there were few respondents in management or leadership positions included, which did not have a significant impact on the average annual salary. The sample size is too small to report clinical and non-clinical groups separately.

Fig. 6: Annual Salary Compensation, expressed as Effective Hourly Rate (CAD) – Private Practice

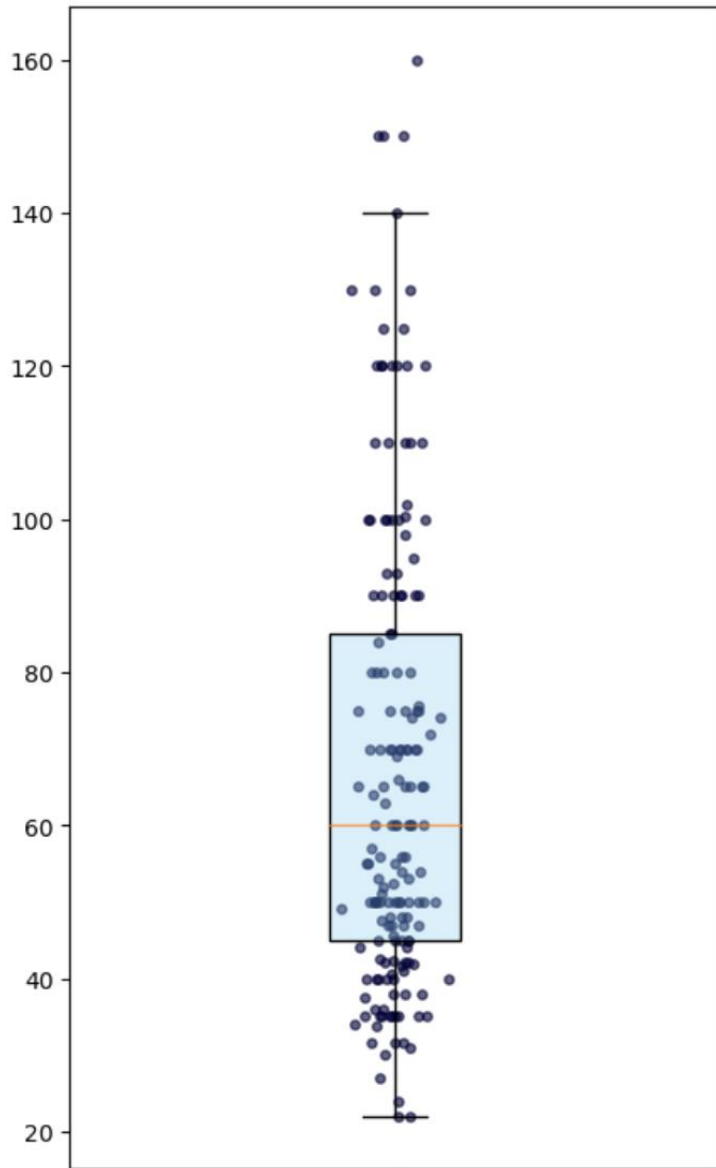| PRIVATE PRACTICE SECTOR – ANNUAL SALARY	
Mean/Average Effective Hourly Rate	$46.73
Median (Central Number) Effective Hourly Rate	$45.00
Standard Deviation	$13.23
Average Hours per Week	36.2
Average Annual Compensation	$87,813
N=116	

COMPENSATION PER CLIENT VISIT – PRIVATE PRACTICE

The box plot below displays the reported data points for the compensation for PTs working in private practice being paid on a **per visit basis.** For all respondents (clinical and non-clinical), The average amount earned per visit was **$66.86**.

For PTs in a primarily **clinical role**, the **average** amount earned **per visit** was **$63.40. 50%** of the reported rates are within **$46.00 and $85.00**, 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 **$24.00 and $46.00** with a considerable cluster between $30.00 and $50.00. The upper line extending above the blue box is longer showing that the **highest 25%** of the data points are between **$85.00 and $140.00,** showing a significant range in compensation per visit rates**.**

Fig. 7: Per Client Visit Compensation (CAD) – Private Practice

| PRIVATE PRACTICE SECTOR – PER CLIENT VISIT	
Mean/Average Effective Hourly Rate	$66.86
Median (Central Number in Data Set)	$60.00
Standard Deviation	15.05
Average Effective Hourly Rate	$53.73
Average Hours per week	27.73
N=195	

COMPENSATION BY PERCENTAGE OF CLINIC REVENUE – PRIVATE PRACTICE

The box plot below displays the reported data points for the compensation for PTs working in private practice being paid on a **percentage of clinic revenue basis.**

The **average** percentage earned by the PT paid by percentage of clinic revenue was **48%. 50%** of the reported percentages are between **42% and 54%**, 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 **27% and 42%** with a considerable cluster at **40%**. The upper line extending above the blue box shows that the **highest 25%** of the data points are between **55% and 70%.**

The **average annual compensation** reported by respondents compensated through this method is **$78,717.** The **average effective hourly rate** for PTs paid as a percentage of clinic revenue was **$52.73.**

Fig. 8: Compensation by Percentage of Clinic Revenue (CAD) – Private Practice
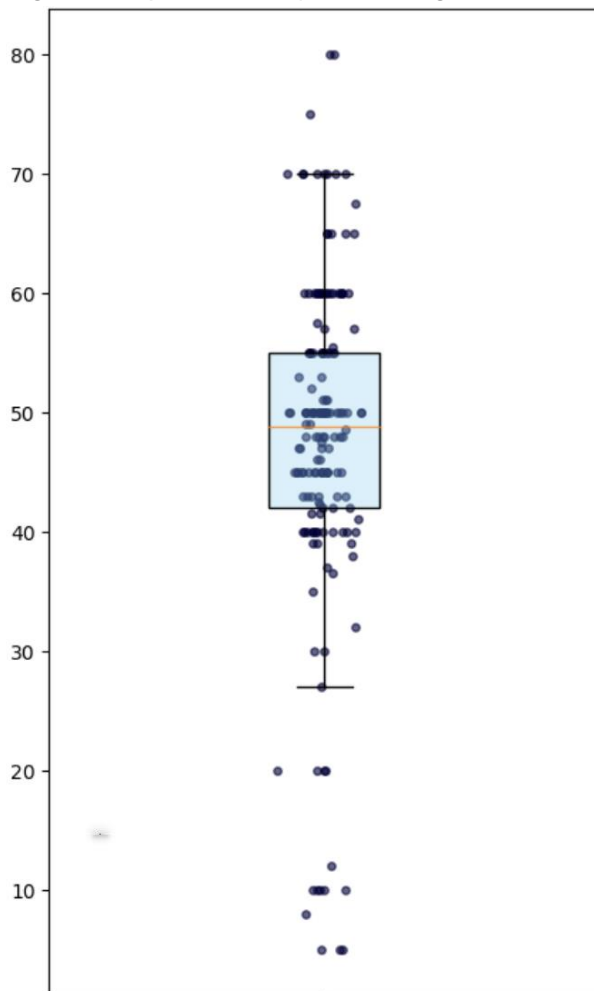
PRIVATE PRACTICE SECTOR – % OF CLINIC REVENUE	
Average % of Revenue	48%
Median	49%
Standard Deviation	14.8
Average Effective Hourly Rate	$52.73
Average Hours per week	31.88
N=195	

COMPENSATION BY PERCENTAGE OF BILLABLE REVENUE

The **average percentage** of **billable revenue** earned by PTs who were paid by a percentage of billable revenue attributed to the PT was **50%.** The box plot below displays the reported data points for the compensation for PTs working in private practice that are paid on a percentage of billable revenue basis. The **average effective hourly rate** for PTs paid as a percentage of their billable revenue was **$45.54**.
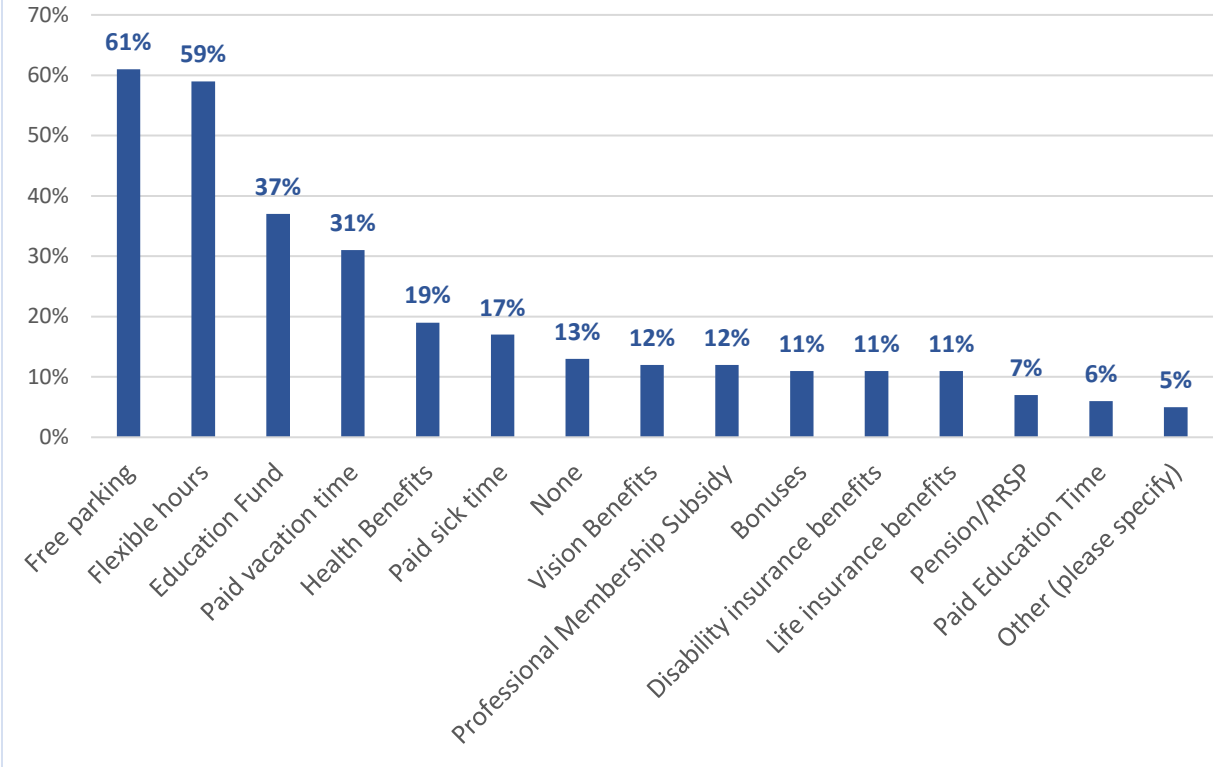
BENEFITS

Respondents reported benefits they have access to in their current role within the private practice sector, displayed in the bar graph below.

The average number of weeks of paid vacation was reported as **3.45 weeks** (N=258).

The average number of days of paid sick days per year was **6.42** (N=144).

The average bonus amount paid annually was **$13,891** (N=88).

FIg. 10: Reported Employment Benefits - Private Practice

Bar chart showing reported employment benefits:
- Free parking: 61%
- Flexible hours: 59%
- Education Fund: 37%
- Paid vacation time: 31%
- Health Benefits: 19%
- Paid sick time: 17%
- None: 13%
- Vision Benefits: 12%
- Professional Membership Subsidy: 12%
- Bonuses: 11%
- Disability insurance benefits: 11%
- Life insurance benefits: 11%
- Pension/RRSP: 7%
- Paid Education Time: 6%
- Other (please specify): 5%

*Other benefits included a percentage salary increase in lieu of benefits.

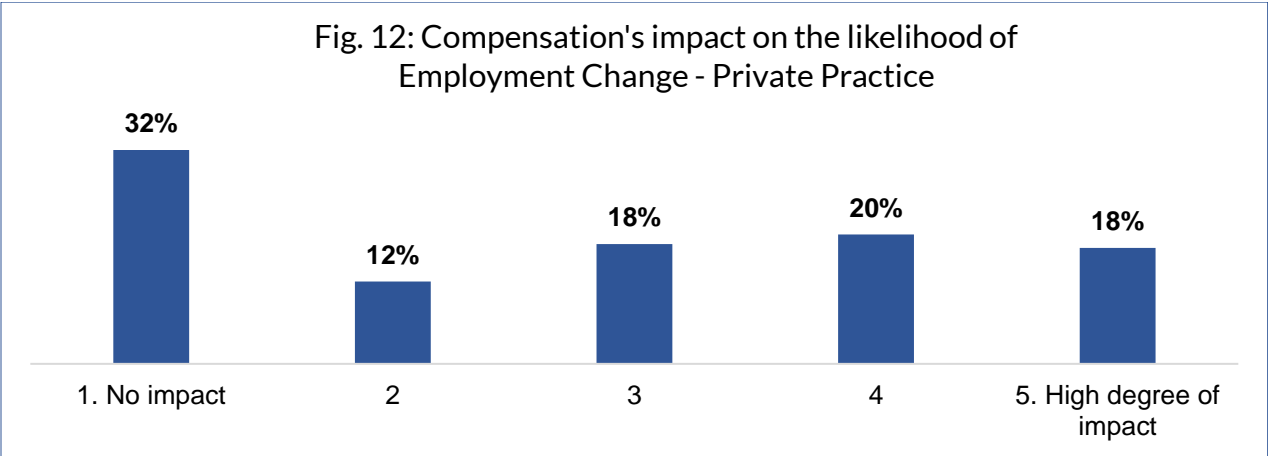## LIKELIHOOD OF EMPLOYMENT CHANGE

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

Fig. 11: Likelihood of Employment Change to another sector within the next year - Private Practice
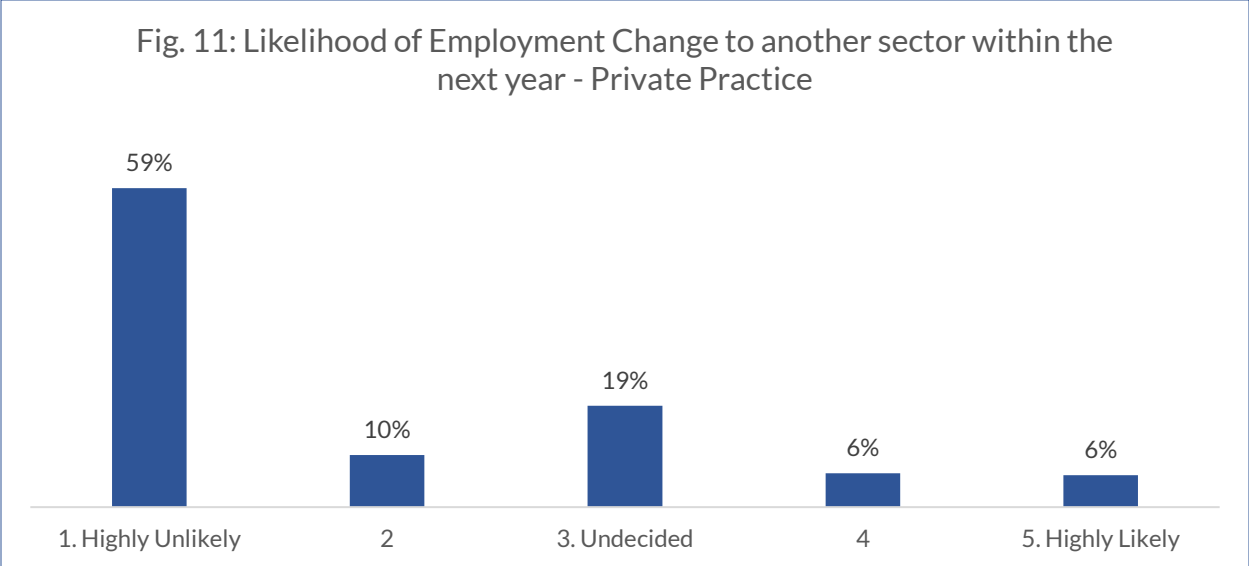
N=856

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

Fig. 12: Compensation's impact on the likelihood of Employment Change - Private Practice

N=856