



**PHYSIOTHERAPY
NEW ZEALAND**
Kōmiri Aotearoa

2019 Remuneration Survey

BACKGROUND AND OBJECTIVES

- The purpose of the Remuneration Survey is to identify, track and monitor trends in the remuneration of the members of Physiotherapy New Zealand – and as a result, use this information to inform Physiotherapy New Zealand’s strategies to optimise the remuneration of its members.
- Approximately 70% of qualified physiotherapists currently practising in New Zealand are members of the organisation.

Main findings and conclusions

KEY FINDINGS

1. The median gross earnings for all respondents for their last financial year fell within the \$60,001 to \$70,000 income band, while the **average gross earnings was \$63,258**.
2. There are significant differences by employment hours; that is, whether respondents worked full-time or part-time. Almost **two-thirds of respondents (60%) stated they worked full-time**, defined for the purposes of this research, as 30 hours or more per week. In comparison, approximately one-third of respondents (30%) stated they worked **part-time**.
 - The median gross earnings for respondents working **full-time** fell within the \$70,001 and \$80,000 income band, with **an average of \$70,814**. In comparison, the median gross earnings for respondents working **part-time** fell within the \$40,001 and \$50,000 income band, with **an average of \$42,717**.

KEY FINDINGS

3. Almost one-half of respondents (48%) stated their gross earnings for their last financial year were **based on a salary**. Given that multiple response was possible here, 24% also stated their earnings were based on an hourly rate and/or 22% on a \$ amount per patient.
 - There are significant differences by employment hours. For example, respondents working full-time were more likely than those working part-time to state their earnings were salaried-based (57% and 30% respectively). In comparison, part-time respondents' earnings were more likely to be based on an hourly rate (35% and 19% respectively) and/or a \$ amount per patient (31% and 17% respectively).

KEY FINDINGS

4. Over 80% of respondents stated their gross earnings for their last financial year represented an **'increase'** (45%) or had **'stayed the same'** (36%) compared with their earnings for the previous year. The remainder (13%) stated their earnings represented a 'decrease'.
 - Respondents working full-time were more likely than those working part-time to state their gross earnings had 'increased' (51% and 34% respectively), while those working part-time were more likely to state they had 'stayed the same' (45% compared with 32% for respondents working full-time).

KEY FINDINGS

5. Many respondents also stated that they **received benefits**, with the three benefits most frequently mentioned by over one-half of respondents being KiwiSaver (65%), assistance with professional development (60%), and having their annual practising certificate paid (58%).
 - In general, respondents working full-time were more likely than those working part-time to mention that they received benefits. In fact, about one-third of part-time respondents (34%) stated that they did not know what benefits they received.

6. Two-thirds of respondents commented that they received **an annual leave entitlement**, although one-third of respondents (32%) commented that this question was not applicable to them, with this being the case for almost one-half of part-time respondents (45%).
 - Notwithstanding this, most respondents (47%) stated they received 4 weeks annual leave (54% of respondents working full-time and 34% of respondents working part-time).

KEY FINDINGS

7. Twenty percent of respondents stated they were under a **multi-employment collective agreement (MECA)**; mostly a DHB agreement (90%).
 - The median income for respondents under a MECA and those not under a MECA fell within the same \$60,001 to \$70,000 income band. However, the average income is different at \$61,789 for respondents under a MECA and \$63,765 for those not under a MECA.
 - Respondents under a MECA were more likely than those not under a MECA to report that their gross earnings for their last financial year had increased (62% and 39% respectively).

CONCLUSIONS

1. This year's survey records a reported increase in annual gross earnings for almost one-in-every-two respondents; with this being especially the case for those working full-time – approximately two-thirds of the workforce.
2. The average gross earnings is currently a little over \$63,250, but there are significant differences between those working full-time and part-time, as well as by other characteristics (e.g. whether or not respondents are under a MECA).

CONCLUSIONS

3. Other interesting results of this survey include:
 - The workforce is **largely New Zealand-qualified** (80%).
 - About one-fifth (22%) were currently studying.
 - With an average age of 38.4 years, **the workforce is relatively young**. This is reflected in other metrics, including:
 - Over one-half of the respondents (56%) had completed their undergraduate physiotherapy qualification in 2000 or more recently.
 - Two-thirds (64%) had up to 20 years' practical experience.
 - Relatively few (10%) intended to retire in the next 5 years (although another 10% intended to retire in the next 6-10 years).
 - Despite its relatively young age profile, a significant percentage of the workforce (35%) **describe themselves as being burnt-out**.
 - Respondents working full-time were about twice as likely as those working part-time to state they were burnt-out (42% and 22% respectively).

CONCLUSIONS

- Further, a relatively low percentage of the workforce (56%) stated they would **recommend a career in physiotherapy**.
 - This correlates with burn-out, with this being more likely amongst the almost two-thirds of respondents (60%) who worked full-time.
- Also, despite its young age profile, a significant percentage of respondents stated they **worked part-time** (30%).
 - The **5-6 year experience mark** appears to be a critical point at which physiotherapists begin to reassess their full-time/part-time status. Whereas 84% of those with 1-5 years' experience state they will be working full-time in 12 months' time, this is the case for only 51% of those with 6-20 years' experience.
 - The question is whether this will impact the provision of services.

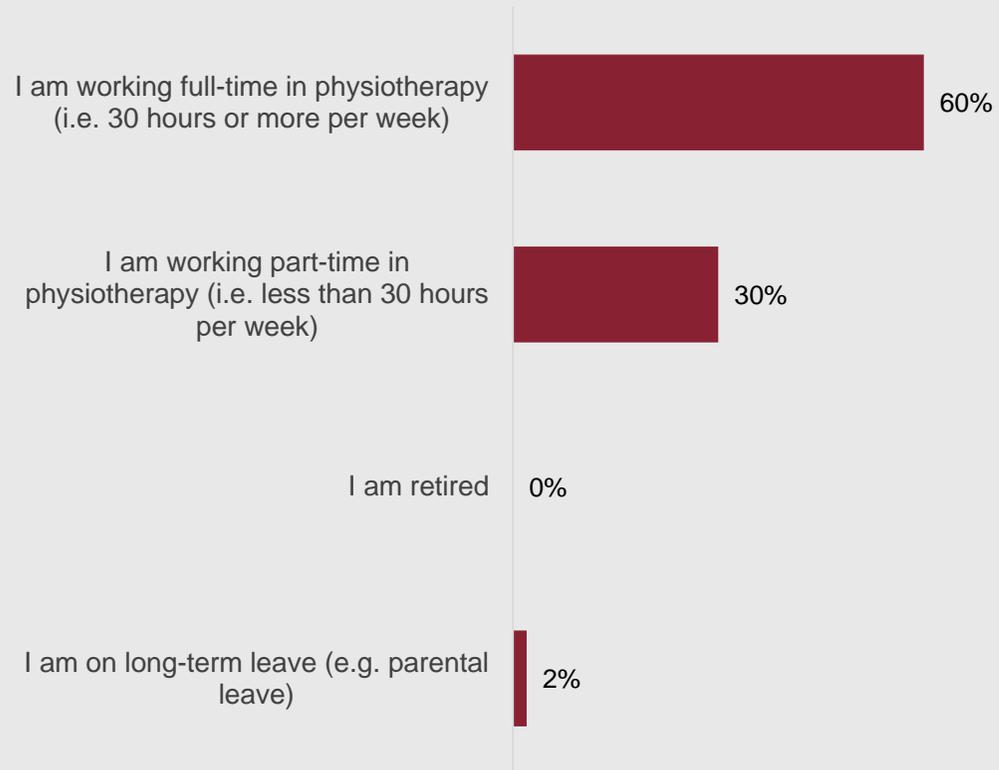
Member profile

ALMOST TWO-THIRDS WORK FULL-TIME

- One of the key factors determining members' remuneration is whether they work **full-time or part-time** in a physiotherapy practice. Therefore, we have used this as one of the main analysis variables in this report.
- Figure 1 overleaf shows that almost two-thirds of respondents (60%) stated they worked **full-time**, defined for the purposes of this research, as 30 hours or more per week.
- In contrast, approximately one-third of respondents (30%) stated they worked **part-time**.
- Two percent stated they were on long-term leave, while another 7% stated they had some other employment status (e.g. studying, travelling, parental leave).

ALMOST TWO-THIRDS WORK FULL-TIME

Figure 1: Full-time/part-time



Q10. Which one of the following options best describes your current employment situation? n=1273

HOURS WORKED BY FULL-/PART-TIME PHYSIOTHERAPISTS

- Table 1 overleaf shows the distribution of weekly hours worked for members working full-time and part-time.
- This shows most full-time physiotherapists working 36-45 hours per week, while most part-time physiotherapists working 16-30 hours per week.
- It should be noted that some respondents working full-time reported working less than 30 hours per week and some respondents working part-time reported working 30 hours or more per week.
- Respondents working full-time and part-time self-defined, and as this figure is based on the results of another question, we have decided to make no post-interviewing adjustments.

HOURS WORKED BY FULL-/PART-TIME PHYSIOTHERAPISTS

Table 1: Employment hours by full-time/part-time status

	Base =	Total 1156*	Full-time 770	Part-time 386
		%	%	%
1-5 hours per week		1	1	3
6-10 hours		3	2	6
11-15 hours		5	1	15
16-20 hours		9	0	26
21-25 hours		8	1	23
26-30 hours		9	3	22
31-35 hours		8	11	3
36-40 hours		25	37	2
41-45 hours		19	28	0
46-50 hours		6	10	0
51 hours or more		5	8	0
Don't know		0	0	0
Total		100	100	100

Q11. Which one of the following best represents the total hours per week you usually work in physiotherapy?

*Sub-sample based on those respondents working full-time or part-time.

MOST ARE RELATIVELY RECENT GRADUATES

- Table 2 overleaf shows that most respondents (56%) stated they completed their undergraduate qualification in physiotherapy in **2000 or more recently**.
- The table shows that this is more likely to be the case for those respondents working full-time (65% compared with 44% for those working part-time).
- Respondents working part-time are, in fact, more likely to have completed their undergraduate qualification in physiotherapy earlier than 2000. For example, almost twice the percentage stated they completed their qualification between 1990 and 1999 (29%), compared with respondents working full-time (14%).

MOST ARE RELATIVELY RECENT GRADUATES

Table 2: Year completed undergraduate qualification by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1273	770	386	117
	%	%	%	%
1960 – 69	0	0	0	1
1970 – 79	6	5	9	2
1980 – 89	14	14	18	6
1990 – 99	18	14	29	3
2000 – 09	29	27	36	22
2010 – 19	27	38	8	12
Not yet completed	5	0	0	54
Total	100	100	100	100

Q1. When did you complete your undergraduate qualification in physiotherapy?

MOST GAINED THEIR UNDERGRADUATE QUALIFICATION IN NEW ZEALAND

- The large majority of respondents (80%) stated they gained their undergraduate qualification in physiotherapy **in New Zealand** (Table 3). This does **not** differ by employment hours.

Table 3: Where completed undergraduate qualification by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1206*	767	385	54
	%	%	%	%
New Zealand	80	81	78	78
Overseas	20	19	22	22
Total	100	100	100	100

Q3. Did you gain your undergraduate qualification in physiotherapy in New Zealand?

* Sub-sample based on those respondents who have completed their undergraduate qualification in physiotherapy.

- The 20% of respondents who stated they gained their undergraduate qualification in physiotherapy overseas, most frequently stated they gained this qualification in the United Kingdom (61% of n=243 respondents) (Table 4 overleaf).

MOST GAINING THEIR QUALIFICATIONS OVERSEAS DID SO IN THE UNITED KINGDOM

Table 4: Country completed undergraduate qualification by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	243*	145	86	12**
	%	%	%	%
Australia	9	9	6	33
Canada	1	2	0	0
Germany	1	1	1	8
India	3	5	0	0
Iraq	0	0	0	0
Ireland	2	4	0	0
Pakistan	0	0	0	0
South Africa	12	13	13	0
Sri Lanka	0	0	0	0
United Kingdom	61	57	69	58
Other	9	9	12	0
Total	100	100	100	100

Q4. In which country did you gain your undergraduate qualification in physiotherapy?

* Sub-sample based on those respondents who completed their undergraduate qualification in physiotherapy overseas.

** Low base number of respondents - results are indicative only.

MOST HAVE 20 YEARS OR LESS EXPERIENCE

- Reflecting the earlier results, Table 5 overleaf shows that almost one-half of respondents (46%) stated they had **between six and 20 years' experience**.
- Another third plus respondents (36%) stated they had 21 or more years experience, while 18% had only between one and five years' experience.
- The table also shows that respondents with between one and five years' experience were more likely to state they were working full-time (26% compared with two percent for those working part-time).
- Respondents working part-time were, in contrast, more likely to state they had 21 or more years' experience (46% compared with 32% of those working full-time).

MOST HAVE 20 YEARS OR LESS EXPERIENCE

Table 5: Number of years experience by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1206*	767	385	54
	%	%	%	%
Still studying	0	0	0	0
1-5 years experience	18	26	2	13
6-20 years	46	42	52	61
21+ years	36	32	46	26
Total	100	100	100	100

Q5. About how many years' experience do you have in physiotherapy since graduating?

* Sub-sample based on those respondents who have completed their undergraduate qualification in physiotherapy.

MOST HAVE A BACHELOR IN PHYSIOTHERAPY

- Table 6 overleaf shows that many respondents (38%) stated their **highest** physiotherapy qualification was a Bachelor of Physiotherapy, while another nine percent stated it was a Diploma in Physiotherapy.
- At the other extreme, over one-half of respondents (34%) stated their highest qualification was at a post-graduate level.
- The table shows that there are no significant differences by employment hours.

MOST HAVE A BACHELOR IN PHYSIOTHERAPY

Table 6: Highest physiotherapy qualification by full-time/part-time status

	Base =	Total	Full-time	Part-time	Other
		1206*	767	385	54
		%	%	%	%
Bachelor in Physiotherapy		38	42	31	33
Diploma in Physiotherapy		9	7	14	9
Post-graduate certificate		18	17	18	26
Post-graduate diploma		16	16	17	9
Masters		15	15	16	15
PHD/Doctorate		2	2	2	4
Other		2	1	2	4
Total		100	100	100	100

Q2. What is your highest level of qualification in physiotherapy?

* Sub-sample based on those respondents who have completed their undergraduate qualification in physiotherapy.

OVERALL, 20% ARE CURRENTLY STUDYING

- Table 7 overleaf shows that about one-fifth of all respondents were currently studying (22%).
- While this was the case for both those working full-time and part-time, respondents working full-time (who relatively more recently gained their undergraduate qualification in physiotherapy), were more likely to state they were currently studying (20% compared with 13% for those working part-time).
- Nine percent of respondents stated they were currently studying for post-graduate qualifications in physiotherapy, six percent for a Bachelor of Physiotherapy.

OVERALL, 20% ARE CURRENTLY STUDYING

Table 7: Currently studying towards by full-time/part-time status

	Base =	Total	Full-time	Part-time	Other
		1273	770	386	117
		%	%	%	%
Bachelor of Physiotherapy		6	1	1	53
Post-graduate qualifications in physiotherapy		9	11	5	3
Qualifications in Management		1	2	1	1
Other		6	6	7	5
Not currently studying		78	80	87	39
Total		100	100	100	100

Q6. Are you currently studying towards any of the following?

MOST PHYSIOTHERAPISTS ARE FEMALE AND RELATIVELY YOUNG

- Table 8 overleaf shows that three-quarters of respondents (76%) were female and one-quarter (24%) were male.
- The table also shows that respondents working full-time were more likely to be male (34% compared with six percent of those working part-time). In fact, almost all respondents (94%) working part-time were female.
- In terms of age, the table also shows that the median age for all respondents fell within the 36-40 age band, with the average being 38.4 years. The median age for respondents working full-time fell within the same band (average of 37.5 years), while the median age for part-time physiotherapists fell within the 41-45 age band (average of 39.3 years). The reason why the average for all respondents is lower is because of the 'other' group of respondents, 44% of whom are up to 25 years of age.

MOST PHYSIOTHERAPISTS ARE FEMALE AND RELATIVELY YOUNG

Table 8: Age and gender by full-time/part-time status

	Base =	Total 1273 %	Full-time 770 %	Part-time 386 %	Other 117 %
Female		76	66	94	83
Male		24	34	6	16
Nonbinary		0	0	0	0
Prefer not to say		0	0	0	1
Total		100	100	100	100
Up to 25		14	15	1	44
26-30		12	16	4	14
31-35		15	16	12	17
36-40		15	12	24	9
41-45		12	10	19	3
46-50		9	8	13	4
51-55		8	8	10	1
56-60		8	8	9	3
61-65		5	5	6	3
66-70		1	1	2	2
71+		0	0	0	1
Total		100	100	100	100

Q8. What is your gender?

Q7. Please enter your current age in full years.

MOST PHYSIOTHERAPISTS ARE NZ EUROPEAN

- Table 9 overleaf shows that most respondents (78%) identified themselves as New Zealand European.
- While this was the case for the majority of both those working full-time and part-time, respondents working part-time were more likely to identify themselves as New Zealand European (83% compared with 75% for those working full-time).
- Respondents working full-time were more likely to identify themselves as Māori, Asian and of another' ethnicity (e.g. Australian, British, European, Indian).

MOST PHYSIOTHERAPISTS ARE NZ EUROPEAN

Table 9: Ethnicity by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1273	770	386	117
	%	%	%	%
NZ European	78	75	83	79
Māori	6	6	3	7
Pacific Islands	1	1	1	0
Asian	5	6	2	7
Other	18	20	15	14
Total	100	100	100	100

Q9. Which ethnic groups do you identify with?

DHB REGION

Table 10: DHB region by full-time/part-time status

- Table 10 shows the DHB region in which respondents were currently working. As expected, this reflects, the population distribution in general.

	Base =	Total	Full-time	Part-time	Other
		1184*	768	385	31
		%	%	%	%
Northland		3	3	4	3
Waitemata		7	7	7	0
Auckland		14	15	13	10
Counties Manukau		5	5	6	6
Bay of Plenty		8	8	8	10
Waikato		8	7	9	16
Lakes		2	2	1	3
Tairāwhiti		1	1	1	0
Hawkes Bay		2	2	3	0
Taranaki		2	3	2	0
Whanganui		1	1	1	3
MidCentral		3	2	4	6
Wairarapa		1	1	2	0
Hutt Valley		3	4	2	3
Capital and Coast		8	10	6	6
Nelson Marlborough		4	3	6	0
Canterbury		14	13	15	13
South Canterbury		1	1	2	0
West Coast		1	1	0	0
Southern		11	11	9	19
Don't know		1	1	0	0
Total		100	100	100	100

Q19. In which DHB region is this practice/organisation located?

*Sub-sample based on those respondents who work full-time, part-time or are on long term leave.

MOST PHYSIOTHERAPISTS WORK IN URBAN AREAS

- Table 11 below shows where respondents were working, based on whether they were urban, rural based, or based in an area that was neither urban nor rural.
- This shows that most respondents (72%) work in an urban area, 15% in a rural area, and 13% in a location than is neither completely urban nor rural.
- There are no significant differences by employment hours.

Table 11: Geographic location by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1184*	768	385	31
	%	%	%	%
Large town/city	72	73	69	61
Rural/small town	15	15	16	26
In-between these two	13	12	15	13
Total	100	100	100	100

Q20. And is the practice/organisation located in a large town/city or in a rural/small town?

*Sub-sample based on those respondents who work full-time, part-time or are on long term leave.

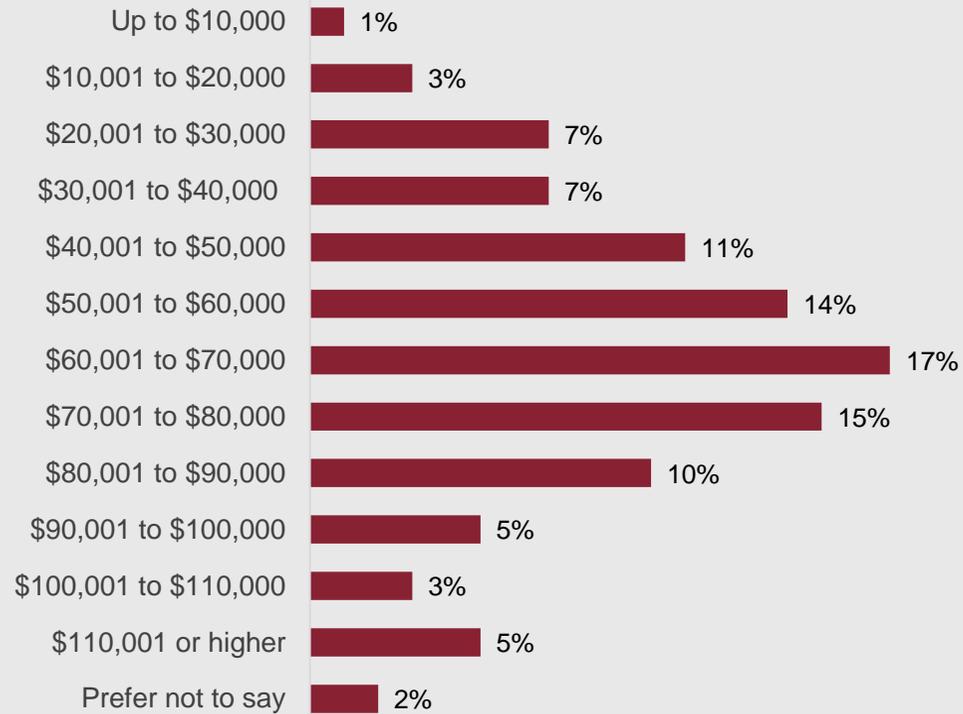
Remuneration

THE AVERAGE GROSS EARNINGS IS \$63,258

- Almost one-half of respondents (46%) stated that in their last financial year, their gross earnings were either between \$50,001 and \$60,000 (14%), between \$60,001 and \$70,000 (17%), or between \$70,001 and \$80,000 (15%) (Figure 2 overleaf).
- As a result, the median gross earnings for all respondents falls within the \$60,001 to \$70,000 income band, while the average gross earnings is \$63,258.

THE AVERAGE GROSS EARNINGS IS \$63,258

Figure 2: Gross earnings last financial year



Q35. What were your gross earnings, as defined by Inland Revenue, for the most recent tax year? n=1153*

*Sub sample based on those respondents who are employed full-time or part-time.

AVERAGE GROSS EARNINGS VARY BETWEEN \$42,717 AND \$70,814 DEPENDING ON HOURS WORKED

- Table 12 overleaf shows that the median gross earnings for respondents working full-time fell within the \$70,001 and \$80,000 income band, with an average of \$70,814.
- In comparison, the median gross earnings for respondents working part-time fell within the \$40,001 and \$50,000 income band, with an average of \$42,717.
- Note, however, that in both cases, there is a relatively wide distribution of incomes.

AVERAGE GROSS EARNINGS VARY BETWEEN \$42,717 AND \$70,814 DEPENDING ON HOURS WORKED

Table 12: Gross earnings last financial year by full-time/part-time status

	Base =	Total 1153*	Full-time 768	Part-time 385
		%	%	%
Up to and including \$10,000		1	1	3
\$10,001 to \$20,000		3	1	8
\$20,001 to \$30,000		7	1	20
\$30,001 to \$40,000		7	2	17
\$40,001 to \$50,000		11	9	16
\$50,001 to \$60,000		14	15	11
\$60,001 to \$70,000		17	20	10
\$70,001 to \$80,000		15	19	7
\$80,001 to \$90,000		10	14	3
\$90,001 to \$100,000		5	7	2
\$100,001 to \$110,000		3	4	1
\$110,001 or higher		5	7	0
Prefer not to say		2	2	3
Total		100	100	100

Q35. What were your gross earnings, as defined by Inland Revenue, for the most recent tax year?

*Sub sample based on those respondents who are employed full-time or part-time.

MOST GROSS EARNINGS ARE SALARIED-BASED

- Table 13 overleaf shows that almost one-half of respondents (48%) stated their gross earnings for their last financial year were based on a salary. Given that multiple response is possible here, 24% also stated their earnings were based on an hourly rate and/or 22% on a \$ amount per patient.
- Reflecting the fact that some respondents were owner/partners in a physiotherapy business, nine percent stated their earnings were also based on a share of business revenue and three percent on a dividend.
- The table also shows that there are significant differences by employment hours. For example, respondents working full-time were more likely than those working part-time to state their earnings were salaried-based (57% and 30% respectively). In comparison, part-time respondents' earnings were more likely to be based on an hourly rate (35% and 19% respectively) and/or a \$ amount per patient (31% and 17% respectively).

MOST GROSS EARNINGS ARE SALARIED-BASED

Table 13: Basis of gross financial earnings last financial year by full-time/part-time status

	Total	Full-time	Part-time
Base =	1153*	768	385
	%	%	%
A salary	48	57	30
An hourly rate	24	19	35
A base rate/retainer	1	1	0
A \$ amount per patient	22	17	31
Share of business revenue	9	9	10
A dividend	3	4	2
Other	4	4	5
Total	**	**	**

Q34. On which of the following were your gross earnings for the most recent tax year determined?
Sub sample based on those respondents who are employed full-time or part-time.

ALMOST ONE-HALF REPORTED AN INCREASE IN GROSS EARNINGS

- Table 14 overleaf shows that a little under one-half of respondents (45%) stated their gross earnings for their last financial year represented an 'increase' on their earnings for the previous year.
- A little over one-third (36%) stated their gross earnings had 'stayed the same', while most of the remainder (13%) stated their earnings represented a 'decrease'.
- Respondents working full-time were more likely than those working part-time to state their gross earnings had 'increased' (51% and 34% respectively), while those working part-time were more likely to state they had 'stayed the same' (45% compared with 32% for respondents working full-time).

ALMOST ONE-HALF REPORTED AN INCREASE IN GROSS EARNINGS

Table 14: Gross financial earnings last financial year represent increase/decrease by full-time/part-time status

	Total	Full-time	Part-time
Base =	1153*	768	385
	%	%	%
An increase	45	51	34
A decrease	13	11	16
Stayed the same	36	32	45
Total	100	100	100

Q36. Do your gross earnings for the most recent tax year represent an increase or decrease on your earnings in the previous tax year, or have your earnings for both years stayed about the same?

* Sub sample based on those respondents who are employed full-time or part-time.

KIWISAVER, PROFESSIONAL DEVELOPMENT & ANNUAL PRACTISING CERTIFICATE ARE KEY BENEFITS

- Respondents were also asked to identify the benefits they received, in addition to their gross earnings.
- Table 15 overleaf shows that the three benefits most frequently mentioned by over one-half of respondents were KiwiSaver (65%), assistance with professional development (60%), and having their annual practising certificate paid (58%).
- In general, respondents working full-time were more likely than those working part-time to mention that they received additional benefits. In fact, about one-third of part-time respondents (34%) stated that they did not know what benefits they received.

KIWISAVER, PROFESSIONAL DEVELOPMENT & ANNUAL PRACTISING CERTIFICATE ARE KEY BENEFITS

Table 15: Benefits received by full-time/part-time status

	Base =	Total	Full-time	Part-time
		1153*	768	385
		%	%	%
KiwiSaver		65	71	54
Other superannuation (i.e. not KiwiSaver)		4	5	3
Employer pays for annual practising certificate (Physiotherapy Board)		58	65	45
Employer pays for Professional body membership (i.e. Physiotherapy New Zealand)		46	53	34
Assistance with professional development		60	68	46
Insurance (e.g. health and/or life insurance)		12	14	6
Other		7	7	6
Don't know		22	15	34
Total		**	**	**

Q39. Which of the following benefits are you entitled to?

*Sub sample based on those respondents who are employed full-time or part-time.

ANNUAL LEAVE IS TYPICALLY FOR 4 WEEKS

- Respondents were also asked to comment on their annual leave entitlement.
- Approximately one-third of respondents (32%) commented that this question was not applicable to them (Table 16 overleaf). This was the case for almost one-half of part-time respondents (45%).
- Notwithstanding this, most respondents (47%) stated they received 4 weeks annual leave. This was the case for both full-time and part-time respondents at 54% and 34% respectively.

ANNUAL LEAVE IS TYPICALLY FOR 4 WEEKS

Table 16: Weeks holiday entitlement by full-time/part-time status

	Base =	Total	Full-time	Part-time
		1153*	768	385
		%	%	%
Not applicable		32	25	45
4 weeks		47	54	34
Between 4-5 weeks		5	5	3
5 weeks		12	12	11
Between 5-6 weeks		1	1	2
6 weeks or more		2	1	4
Don't know		1	1	2
Total		100	100	100

Q40. How many weeks of annual leave are you currently entitled to?

* Sub sample based on those respondents who are employed full-time or part-time.

ONE-IN-FIVE ARE UNDER A MECA

- Table 17 overleaf shows that 20% of respondents stated they were under a multi-employment collective agreement (MECA), and that there was no difference in this regard between those working full-time and those working part-time.
- While one-half of respondents (58%) categorically stated they were not under a MECA, note that 21% of respondents did not know whether or not they were under a MECA.
- The table also shows that most of respondents under a MECA were under a DHB MECA.

ONE-IN-FIVE ARE UNDER A MECA

Table 17: Whether or not under a MECA by full-time/part-time status

	Base =	Total 1153*	Full-time 768	Part-time 385
		%	%	%
Under a MECA				
Yes		20	20	21
No		58	55	64
Don't know		21	24	15
Prefer not to say		1	1	0
Total		100	100	100
	Base=	232*	153	79
Which MECA Under				
DHB		90	90	89
NZEI		5	3	8
Other		6	7	4
Total		100	100	100

Q32. Thinking about the most recent tax year, were you under a MECA (i.e. a multi-employment collective agreement)?

Q33. Which MECA were you under?

* Sub sample based on those respondents who are employed full-time or part-time.

REMUNERATION DIFFERS BY MECA STATUS

- Table 18 overleaf shows the distribution of gross earnings for respondents last financial year, based on whether or not they were under a MECA.
- This shows that the median income for respondents under a MECA and those not under a MECA fell within the same \$60,001 to \$70,000 income band.
- However, the average income is different at \$61,789 for respondents under a MECA and \$63,765 for those not under a MECA.

REMUNERATION DIFFERS BY MECA STATUS

Table 18: Gross earnings last financial year by whether or not under a MECA

	Total	Yes	No	Don't know	Prefer not to say
Base =	1153*	232	672	243	6**
	%	%	%	%	%
Up to and including \$10,000	1	0	1	3	17
\$10,001 to \$20,000	3	2	3	4	0
\$20,001 to \$30,000	7	3	9	6	0
\$30,001 to \$40,000	7	10	6	6	0
\$40,001 to \$50,000	11	15	9	14	0
\$50,001 to \$60,000	14	13	11	23	0
\$60,001 to \$70,000	17	14	17	18	0
\$70,001 to \$80,000	15	23	14	9	17
\$80,001 to \$90,000	10	13	10	7	17
\$90,001 to \$100,000	5	4	6	3	17
\$100,001 to \$110,000	3	1	4	3	17
\$110,001 or higher	5	0	7	2	0
Prefer not to say	2	0	2	4	17
Total	100	100	100	100	100

Q35. What were your gross earnings, as defined by Inland Revenue, for the most recent tax year?

* Sub sample based on those respondents who are employed full-time or part-time.

TWO-THIRDS UNDER A MECA REPORTED AN INCREASE

- Table 19 shows that respondents under a MECA were more likely than those not under a MECA to report that their gross earnings for their last financial year had increased (62% and 39% respectively).

Table 19: Gross earnings represent an increase/decrease by whether or not under a MECA

	Total	Yes	No	Don't know	Prefer not to say
Base =	1153*	232	672	243	6* **
	%	%	%		
An increase	45	62	39	49	17
A decrease	13	9	15	11	0
Stayed the same	36	26	42	28	83
Don't know	5	3	3	11	0
Prefer not to say	1	1	1	2	0
Total	100	100	100	100	100

* Sub sample based on those respondents who are employed full-time or part-time.

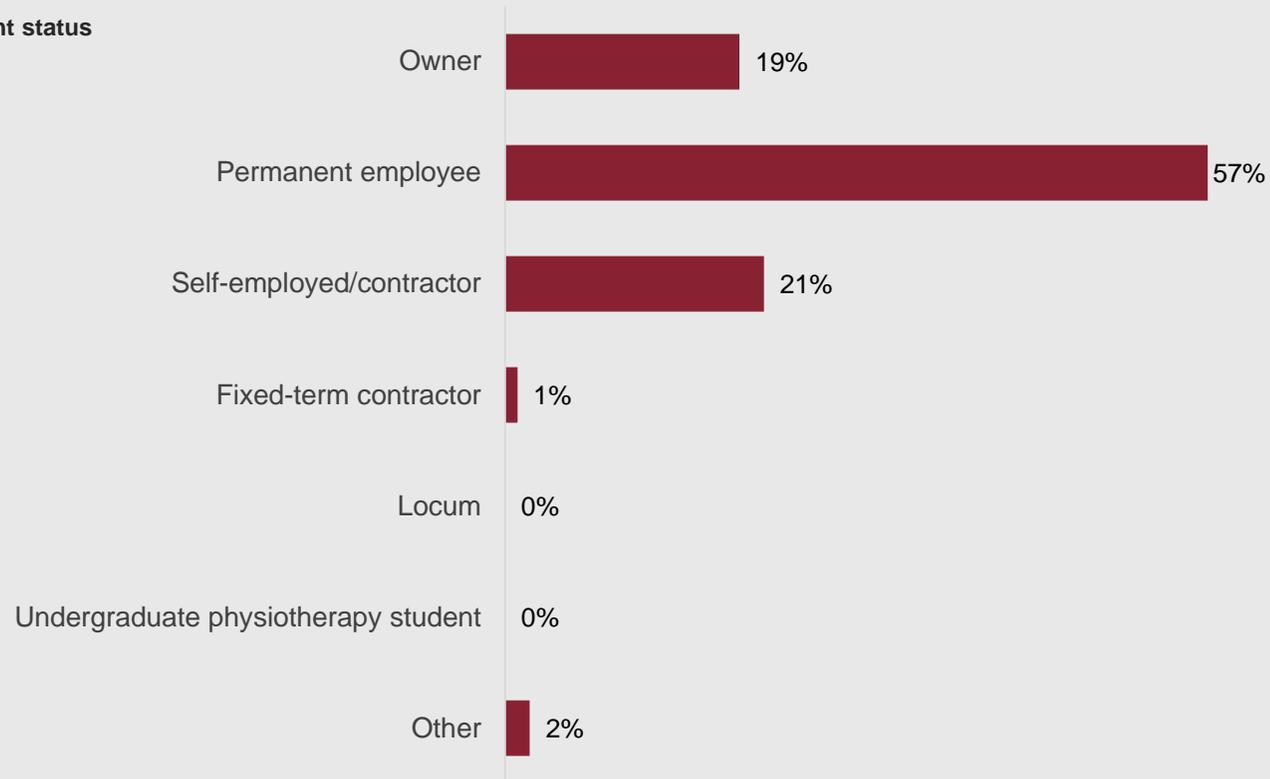
Working in physiotherapy

MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

- Figure 3 overleaf shows that over one-half of respondents (57%) were permanent employees.
- A further 21% defined themselves as self-employed/contractors.
- Nineteen percent of respondents were owners.

MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

Figure 3: Employment status



Q15. Which one of the following best describes you? n=1187*

*Sub-sample based on respondents who work part-time, full-time or are on long term leave.

MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

- Table 20 overleaf shows that more or less the same percentage of respondents who worked full-time and those who worked part-time stated they were 'owners' (20% and 18% respectively).
- In contrast, respondents working full-time were more likely to state they were 'permanent employees' (62% compared with 46% for respondents working part-time).
- On the other hand, respondents working part-time were more likely to state they were as 'self-employed' persons' or 'contractors' (33% compared with 14% for respondents working full-time).

MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

Table 20: Employment status by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1187*	770	386	31
	%	%	%	%
Owner	19	20	18	3
Permanent employee	57	62	46	65
Self-employed/contractor	21	14	33	26
Fixed-term contractor	1	1	1	0
Locum	0	0	0	0
Undergraduate physiotherapy student	0	0	0	0
Other	2	1	2	6
Total	100	100	100	100

Q15. Which one of the following best describes you?

*Sub-sample based on respondents who work part-time, full-time or are on long term leave.

MOST PHYSIOTHERAPISTS WORK FOR ONE PRACTICE AND AT ONE SITE

- Most respondents who were permanent employees, self-employed, or contractors stated they worked in one practice (79%) (Table 21 overleaf).
- This was more likely the case for those working full-time compared with those working part-time (81% and 74% respectively).
- Although most of these respondents, as well as owners, stated they worked from a single site (51%), one-third (38%) stated they worked from multiple sites.
- Similarly, while about one-half of full-time and part-time respondents stated they worked at a single site, those working full-time were more likely than those working part-time to state they worked from multiple sites (41% and 31% respectively).

MOST PHYSIOTHERAPISTS WORK FOR ONE PRACTICE AND AT ONE SITE

Table 21: Number of practices work in/sites by full-time/part-time status

	Base =	Total 908* %	Full-time 599 %	Part-time 309 %
One		79	81	74
2-3		20	17	26
4-5		1	1	1
More than 5		0	1	0
Total		100	100	100
	Base =	1153**	768	385
A single site		51	51	52
Multiple offices/sites		38	41	31
Mobile		6	4	9
Operating from home		3	2	5
Other		3	3	2
Total		100	100	100

Q16. And in how many practices/organisations do you currently work in?

* Sub-sample based on respondents who were permanent employees, self-employed/contractors or fixed-term contractors.

Q17. Which one of the following best describes the practice/organisation you currently (mainly) work in?

** Sub-sample based on respondents who were permanent employees, self-employed/contractors or fixed-term contractors, or owners.

PHYSIOTHERAPY PRACTICES ARE RELATIVELY SMALL

- Table 22 overleaf shows that many respondents (40%) stated that, including themselves, they worked in a relatively small practice/organisation with between two and five physiotherapists.
- In fact, 12% stated they worked by themselves because they were self-employed. This is interesting given that, earlier, 21% had identified themselves as self-employed/contractors.
- On the other hand, almost one-half of respondents (47%) stated they worked for a larger practice/organisation of six or more physiotherapists.

PHYSIOTHERAPY PRACTICES ARE RELATIVELY SMALL

Table 22: Number of physiotherapists work with by full-time/part-time status

	Total	Full-time	Part-time
Base =	1153*	768	385
	%	%	%
One (I'm self employed)	12	8	19
2-5	40	41	38
6-10	18	20	14
11-20	8	8	7
More than 20	21	23	18
Don't know	2	1	3
Total	100	100	100

Q18. Including yourself, how many physiotherapists currently work in this practice/organisation?

* Sub-sample based on respondents who were permanent employees, self-employed/contractors or fixed-term contractors, or owners.

MOST PHYSIOTHERAPISTS WORK IN THE MANUAL/MUSCULOSKELETAL AREA

- Most frequently, respondents described their main area of work as being manual therapy/musculoskeletal (40%), followed by private practice outpatients (13%) (Table 23 overleaf).
- All other areas of (specialised) work were mentioned by less than 10% of respondents (e.g. eight percent stated they mainly worked with older adults).
- However, as a general observation, respondents working part-time were more likely than those working full-time to identify one of these other areas of work.

MOST PHYSIOTHERAPISTS WORK IN THE MANUAL/MUSCULOSKELETAL AREA

Table 23: Main physiotherapy work area by full-time/part-time status

	Base =	Total 1156*	Full-time 770	Part-time 386
		%	%	%
Academic		2	2	1
Acupuncture		0	0	0
Cardiothoracic		0	1	0
Pelvic, women's and men's				
Health		2	1	4
Hand therapy		5	4	8
Management		4	5	1
Manual therapy/Musculoskeletal		40	43	34
Mental health		0	0	1
Neurology		5	4	5
Occupational health		3	3	4
Older adults		8	7	10
Paediatric		5	4	7
Private practice outpatients		13	14	11
Respiratory		1	1	2
Sports and exercise		4	5	2
Other		8	7	9
Total		100	100	100

Q12. In which one of the following areas do you mainly work? If you have a number of roles, what is your primary role?

* Sub-sample based on respondents who work full-time or part-time.

OVER ONE-THIRD OF PHYSIOTHERAPISTS STATE THEY ARE BURNT-OUT

- Table 24 overleaf shows the results to a question which asked respondents to rate themselves as being either burnt out or not burnt out. This was measured on a relatively wide 11-point rating scale, with 0='not at all burnt out' and 10='extremely burnt out'.
- In reporting the results, the convention is to group together those respondents providing a rating of 0-3 and call them 'not burnt out'. At the other extreme, those respondents providing a rating of 7-10 are grouped together and are called 'burnt out'.
- The table shows that over one-third of respondents (35%) rated themselves as being burnt out, and that respondents working full-time were about twice as likely as those working part-time to do so (42% and 22% respectively).

OVER ONE-THIRD OF PHYSIOTHERAPISTS STATE THEY ARE BURNT-OUT

Table 24: Burn out by full-time/part-time status

	Total	Full-time	Part-time
Base =	1156*	770	386
	%	%	%
Not burnt out	29	23	42
Neither	35	36	35
Burnt out	35	42	22
Don't know	0	0	1
Total	100	100	100

Q13. Considering the hours you work and other work-related responsibilities you have, how would you rate yourself on a 0 – 10 scale, where 0="Not at all burnt out" and 10="Extremely burnt out"?

* Sub-sample based on respondents who work full-time or part-time.

ONE-HALF STATE THEY WOULD RECOMMEND A CAREER IN PHYSIOTHERAPY

- Respondents were also asked to rate themselves in terms of whether or not they would recommend a career in physiotherapy. This was also measured on an 11-point scale, which ran from 0='not at all likely' out to 10='extremely likely'.
- As is the case with the burnt out question, the convention is to group those respondents giving a rating of 0-3 as **not** likely to recommend and those giving a rating if 7-10 as likely to recommend.
- On this basis, 56% of respondents can be categorised as being likely to recommend a career in physiotherapy compared with 13% who are unlikely to recommend a career in physiotherapy and another 30% who are in a neutral position (Table 25 overleaf).
- There are no significant differences by full-time/part-time status.

ONE-HALF STATE THEY WOULD RECOMMEND A CAREER IN PHYSIOTHERAPY

Table 25: Likelihood to recommend a career in physiotherapy by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1273	770	386	117
	%	%	%	%
Unlikely to recommend	13	14	14	3
Neither	30	31	34	11
Likely to recommend	56	55	51	74
Don't know	1	0	0	12
Total	100	100	100	100

Q14. And how likely is it that you would recommend a career in physiotherapy?

OVER ONE-HALF OF THOSE BURNT-OUT STATE THEY WOULD NOT RECOMMEND A CAREER IN PHYSIOTHERAPY

- Table 26 examines the relationship between respondents who would recommend/not recommend a career in physiotherapy and the extent to which they are burnt out. The table shows that these are negatively correlated.

Table 26: Burn out by likelihood to recommend a career in physiotherapy

	Total	Unlikely to recommend	Neither	Likely to recommend	Don't know
Base =	1156*	164	368	621	3**
	%	%	%	%	
Not burnt out	29	18	24	35	0
Neither	35	27	39	35	67
Burnt out	35	54	36	29	33
Don't know	0	1	0	0	0
Total	100	100	100	100	100

Q13. Considering the hours you work and other work-related responsibilities you have, how would you rate yourself on a 0 – 10 scale, where 0=“Not at all burnt out” and 10=“Extremely burnt out”?

Q14. And how likely is it that you would recommend a career in physiotherapy?

* Sub-sample based on respondents who work full-time or part-time.

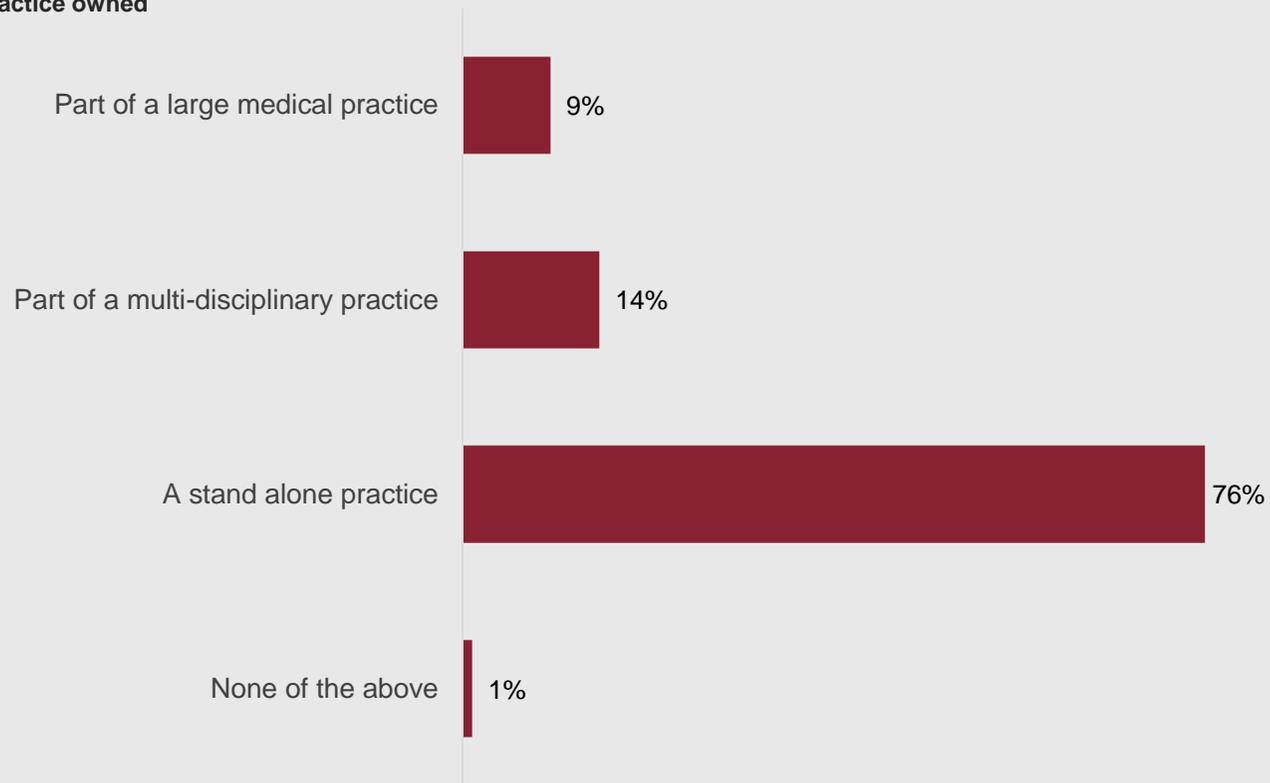
Owning a physiotherapy practice

MOST PHYSIOTHERAPY OWNERS OWN STANDALONE PRACTICES

- As noted earlier, 19% of respondents identified themselves as an owner/partner of a physiotherapy business. These n=225 respondents were asked a series of questions relevant to owners.
- Reflecting the earlier employment-related results, Figure 4 overleaf shows that most owners (76%) had a standalone practice and relatively few either had ownership of a practice that was part of a large medical practice (9%) or part of a multi-disciplinary practice (14%).

MOST PHYSIOTHERAPY OWNERS OWN STANDALONE PRACTICES

Figure 4: Type of practice owned



Q21. Is your practice/organisation...? n=225

* Sub sample based on those respondents who identified themselves as owners.

ONE-HALF OF RESPONDENT-OWNED PRACTICES ARE ACCREDITED

- Table 27 overleaf shows that most owners were **not** part of a franchise (only two percent stated they were), and approximately one-half (51%) were accredited.
- Almost all owners stated they worked under the ACC Physiotherapy Services contract (97%). Over one-third also stated they worked under the Vocational Rehabilitation Services contract (37%), the Pain Management service contract (37%), and the Stay at Work contract (36%).

ONE-HALF OF RESPONDENT-OWNED PRACTICES ARE ACCREDITED

Table 27: Practice characteristics (part of franchise, accredited, contract type accredited)

	Base =	Total 225* %
Part of a franchise		2
Currently accredited		51
Neither of the above		49
Total		**
	Base =	114**
ACC Physiotherapy Services		97
ACC Hand Therapy Services		7
Vocational Rehabilitation Services		37
Pain Management Service		37
Stay at Work		36
Concussion Service		6
Training for Independence		25
Social Rehabilitation Needs Assessment		4
Other		9
Total		**

Q22. And is it?

*Sub sample based on those respondents who identified themselves as owners.

Q23. Under what type of contract are you working?

*Sub sample based on those respondents who identified themselves as owners and work in an accredited practice/organisation.

GENSOLVE IS THE ELECTRONIC PRACTICE MANAGEMENT SYSTEM OF CHOICE

- Owners were also asked to identify the electronic practice management system used in their practice/organisation. Table 28 overleaf shows that, with the exception of 10% of owners, nearly all used a system.
- Most frequently, 60% stated this system was called Gensolve.
- In comparison, relatively few respondents stated their practice/organisation used Houston (nine percent) or Medtech (two percent).
- Eighteen percent of respondents stated they used some 'other' system, and this was mostly Cliniko, Nookal and Peak)

GENSOLVE IS THE ELECTRONIC PRACTICE MANAGEMENT SYSTEM OF CHOICE

Table 28: Electronic practice management system

	Base =	Total 225* %
Houston		9
Gensolve		60
Medtech		2
A system supplied by the hospital or DHB		0
Other		18
Don't use one		10
Total		100

Q24. Which electronic practice management system is used by your practice/organisation

* Sub sample based on those respondents who identified themselves as owners.

Charging for services

MOST CHARGE FOR SERVICES ON A FIXED FEE OR HOURLY RATE BASIS

- Owners were also asked a series of questions about the methods they used to charge for services in their practice.
- Even though multiple response is possible, Table 29 overleaf shows that most either charged a fixed fee (55%) or charged an hourly rate (53%).
- In comparison, very few used modality based charging (three percent) or condition-based charging (two percent).

MOST CHARGE FOR SERVICES ON A FIXED FEE OR HOURLY RATE BASIS

Table 29: Charging for services

	Base =	Total 225* %
Hourly rate (or part thereof)		53
A fixed fee		55
Modality-based charging		3
Condition-based charging		2
Other		4
Total		**

Q25. Which of these ways are physiotherapy services charged for by your practice/organisation?

* Sub sample based on those respondents who identified themselves as owners.

AN INITIAL STANDARD MUSCULOSKELETAL ASSESSMENT TAKES 43 MINUTES ON AVERAGE

- Owners were also asked about their **standard musculoskeletal service**. Note that, earlier, we reported that 40% of respondents identified Manual therapy/Musculoskeletal as their main area of work.
- Specifically, they were asked about their average consultation time for an **initial** assessment and what typically happened during such an assessment.
- Most owners stated that their initial assessments took between 30 and 60 minutes, with an average of 43 minutes (Table 30 overleaf).
- Nearly all stated that this involved an assessment of patient condition (99%), diagnosis (98%), advice and education (98%), and some form of intervention (98%).

AN INITIAL STANDARD MUSCULOSKELETAL ASSESSMENT TAKES 43 MINUTES ON AVERAGE

Table 30: Consultation time and typical activities undertaken during initial assessment

	Base =	Total 225* %
15 minutes		1
20 minutes		0
30 minutes		28
40 minutes		24
45 minutes		20
60 minutes		23
Other		4
Don't know		0
Total		100
Assessment of patient condition		99
Diagnosis		98
Advice and education		98
Some form of intervention		98
Other		12
Total		**

Q26. Thinking about a standard musculoskeletal initial assessment completed in your practice/organisation. Is the average consultation time for such an assessment about...?

Q27. And which of the following would usually take place during a standard musculoskeletal initial assessment?

* Sub sample based on those respondents who identified themselves as owners.

A STANDARD MUSCULOSKELETAL FOLLOW-UP TAKES 32 MINUTES ON AVERAGE

- Owners were also asked the same two questions about their **standard musculoskeletal service follow-up**.
- Most owners stated that their follow-up sessions took a shorter amount of time; mostly 30 minutes (51%) or less (Table 31 overleaf). The average is 32 minutes.
- Nearly all stated that follow-up sessions involved a re-assessment of patient condition (99%), a review of previous physical therapy intervention (98%), advice and education (98%), and some form of intervention (100%).

A STANDARD MUSCULOSKELETAL FOLLOW-UP TAKES 32 MINUTES ON AVERAGE

Table 31: Consultation time and typical activities undertaken during follow-up sessions

	Base =	Total 225* %
15 minutes		3
20 minutes		19
30 minutes		51
40 minutes		5
45 minutes		12
60 minutes		7
Other		3
Don't know		0
Total		100
Re-assessment of patient condition		99
Review of previous physical therapy intervention		98
Advice and education		98
Some form of intervention		100
Other		12
Total		**

Q29. Thinking about a standard musculoskeletal follow up completed in your practice/organisation. Is the average consultation time for this about...?

Q30. And which of the following would usually take place during a standard musculoskeletal follow-up?

* Sub sample based on those respondents who identified themselves as owners.

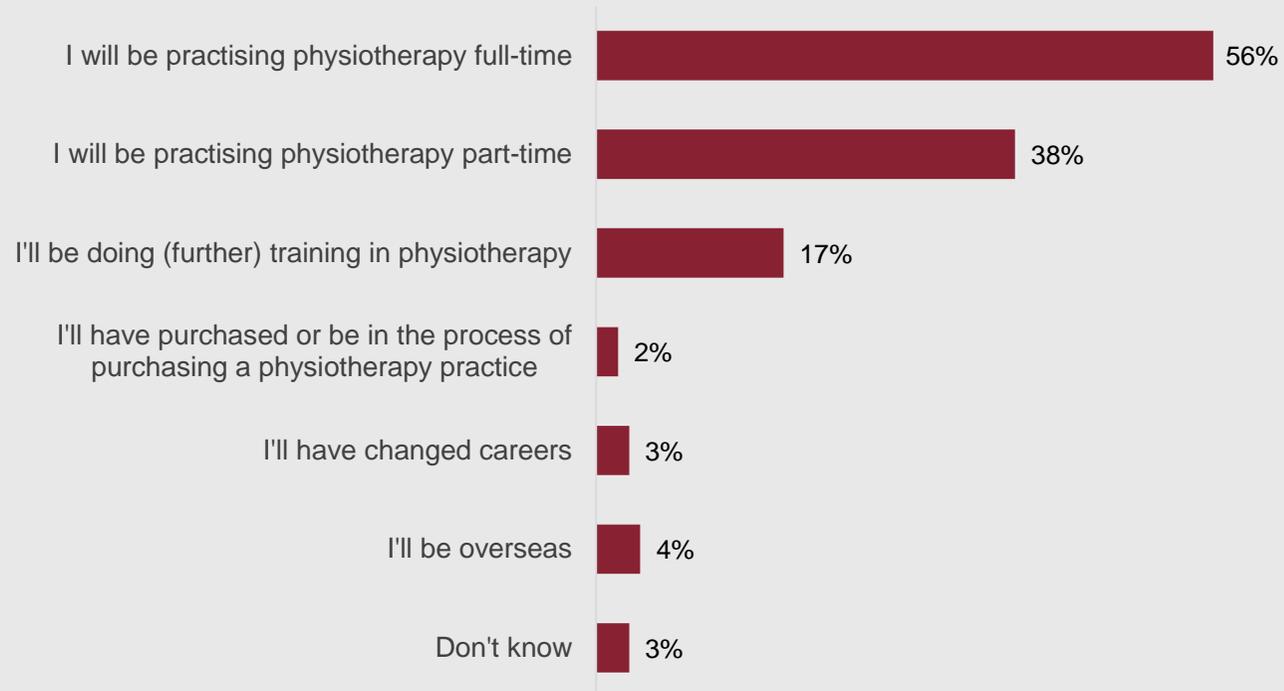
Future intentions

FUTURE INTENTIONS (NEXT 12 MONTHS)

- All respondents (except for those who were retired from physiotherapy) were asked to comment on their future intentions in the context of the next 12 months.
- Overall, 56% stated they would be working full-time in physiotherapy, while 38% stated they would be working part-time (Figure 5 overleaf).
- Seventeen percent stated they would be completing (further) training in physiotherapy.
- Smaller percentages stated they would have purchased or be in the process of purchasing a physiotherapy practice (two percent), have changed careers (three percent), or be overseas (four percent).

FUTURE INTENTIONS (NEXT 12 MONTHS)

Figure 5: Future intentions next 12 months



Q41. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you? n=1187*

* Sub-sample excludes those respondents who were not retired.

FUTURE INTENTIONS (NEXT 12 MONTHS)

- Table 32 examines respondents' future intentions by whether they worked full-time or part-time.
- Specifically, this shows that 84% of those currently working full-time stated they would still be working full-time in the next 12 months. Most of the others, stated they would be working part-time (10%).
- One-in-five of this group (20%) also stated they would be completing (further training).
- Similarly, 91% of respondents currently working part-time stated that they would still be working part-time in the next 12 months. Five percent of this group stated they would be working full-time.
- A smaller percentage of this group would also be completing training (12%) compared with those working full-time.

FUTURE INTENTIONS (NEXT 12 MONTHS)

Table 32: Future intentions (next 12 months) by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1187*	770	386	31
	%	%	%	%
I will be practising physiotherapy full-time	56	84	5	10
I will be practising physiotherapy part-time	38	10	91	74
I'll be doing (further) training in physiotherapy	17	20	12	10
I'll have purchased or be in the process of purchasing a physiotherapy practice	2	3	1	0
I'll have changed careers	3	4	3	3
I'll be overseas	4	5	3	6
Don't know	3	3	3	10
Total	**	**	**	**

Q41. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you? n=1187*

* Sub-sample excludes those respondents who were retired.

THE 5-6 YEAR EXPERIENCE MARK IS A CRITICAL POINT IN PHYSIOTHERAPISTS' EMPLOYMENT

- Table 33 overleaf examines respondents' future intentions by their years of experience since graduating. This shows that, at the 5-6 year experience mark, there is a significant drop-off between those respondents who stated they would work full-time and those who would work part-time.

THE 5-6 YEAR EXPERIENCE MARK IS A CRITICAL POINT IN PHYSIOTHERAPISTS' EMPLOYMENT

Table 33: Future intentions (next 12 months) by number of years experience since graduating

	Total	1-5 years experience	6-20 years	21+ years
Base =	1183*	208	552	423
	%	%	%	%
I will be practising physiotherapy full-time	56	84	51	49
I will be practising physiotherapy part-time	38	8	43	47
I'll be doing (further) training in physiotherapy	17	37	17	7
I'll have purchased or be in the process of purchasing a physiotherapy practice	2	2	3	1
I'll have changed careers	3	2	5	2
I'll be overseas	4	13	2	2
Don't know	3	2	4	3
Total	**	**	**	**

Q41. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you?

* Sub-sample excludes those respondents who were retired.

10% INTEND TO RETIRE IN THE NEXT 5 YEARS AND ANOTHER 10% IN THE NEXT 6-10 YEARS

- All respondents were asked when from now they intended to retire from physiotherapy.
- Table 34 overleaf shows that 20% intended to retire in up to and including 10 years' time, with most stating they intended to retire in 16 years or later (48%). Eleven percent stated they would likely retire in 11-15 years' time and 20% did not know.
- Reflecting the age profile of physiotherapists working part-time, this group was slightly more likely than those working full-time to state they intended to retire in up to an including 10 years' time (27% and 18% respectively).

10% INTEND TO RETIRE IN THE NEXT 5 YEARS AND ANOTHER 10% IN THE NEXT 6-10 YEARS

Table 34: Timeframe in which intend to retire by full-time/part-time status

	Total	Full-time	Part-time	Other
Base =	1187*	770	386	31
	%	%	%	%
1-2 years from now	3	2	5	6
3-5 years from now	7	6	11	3
6-10 years from now	10	10	11	0
11-15 years from now	11	10	15	3
16 years or more from now	48	51	41	58
Don't know	20	20	18	29
Total	100	100	100	100

Q43. About when do you intend to retire?

* Sub-sample excludes those respondents who were retired.

MOVE
MENT
FOR
LIFE