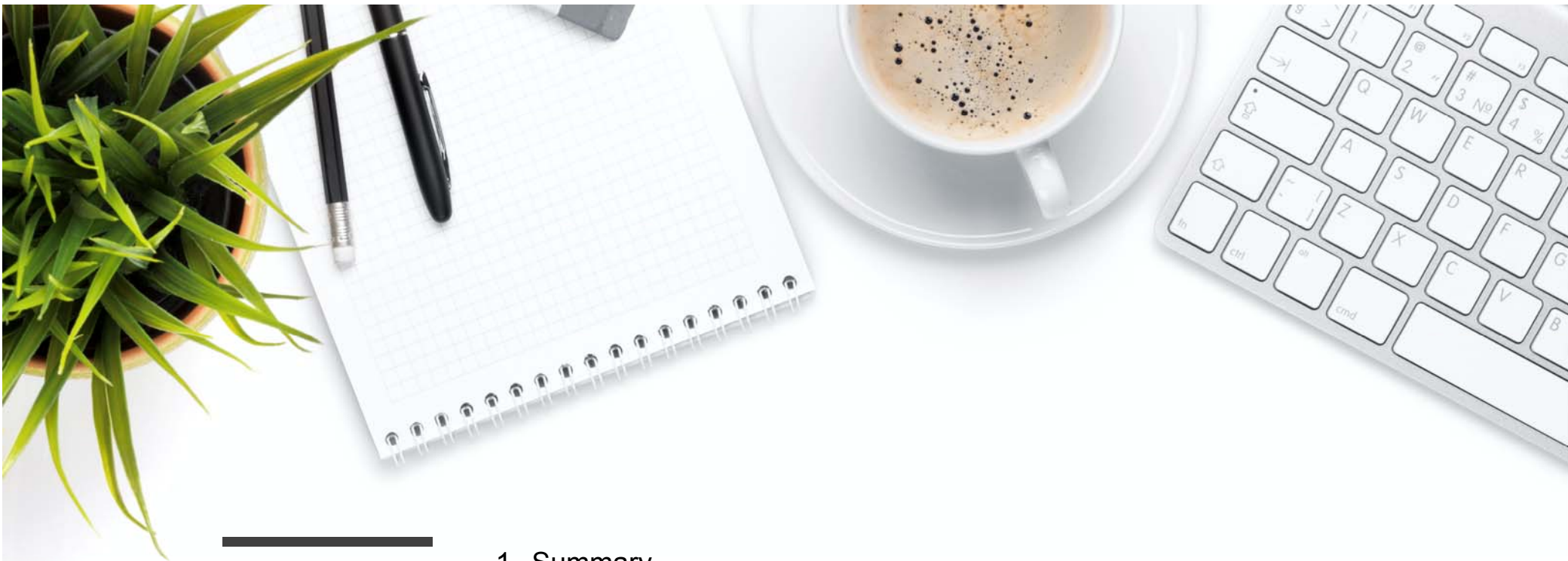




# Physiotherapy New Zealand Remuneration survey

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June 2018



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## 1. Summary

Perceptive conducted a survey of physiotherapists in May 2018, with a resulting sample size of n=1147. The main findings are presented below:

### OVERALL

- Results remain fairly consistent with the 2015 Physiotherapy New Zealand remuneration survey. Notable areas of change for 2018 include decreased reported average gross earnings for both part-time and full-time survey respondents and a closing gap between genders regarding gross earnings for full time staff.

### QUALIFICATION

- More than half of respondents completed their undergraduate degree during or after 2000 (53%), with the majority of those who have completed a postgraduate qualification having done so during or before 2000. This year 37% say a Bachelor degree is their highest qualification they have (most common), and 68% of respondents claim they have more than 10 years experience in physiotherapy.

### EMPLOYMENT

- Results are very similar to those of 2015, with private practice employers being the predominant type of employer, and permanent full time positions being the most common type of employment. 2018 weekly work hour results continue a gradual increasing trend for those working 36-40 hours a week, and a fairly even split between those looking to maintain their current skill set (37%), and those looking to develop new areas of expertise (35%).

### REMUNERATION

- 2018 sees a gradual increasing trend for those earning a salary, while \$ per patient is steadily decreasing. It continues to be that more than half of respondents are entitled to benefits such as an Annual Practising Certificate and Kiwisaver, however, over 1 in 4 respondents say they aren't entitled to any. Almost 1 in 5 business owners say their gross earnings are \$100,000 or more (18%), with the average bachelor degree holder earning \$53,951.

### BUSINESS OWNERS

- Practices operating out of rural areas and inner cities are showing decreasing trends, while provincial cities and suburbs are steadily increasing. Limited liability companies are becoming more common (up 10 percentage points from 2015), with sole traders decreasing. Fixed service fees are most popular amongst practices (55%), followed by hourly rates (48%).

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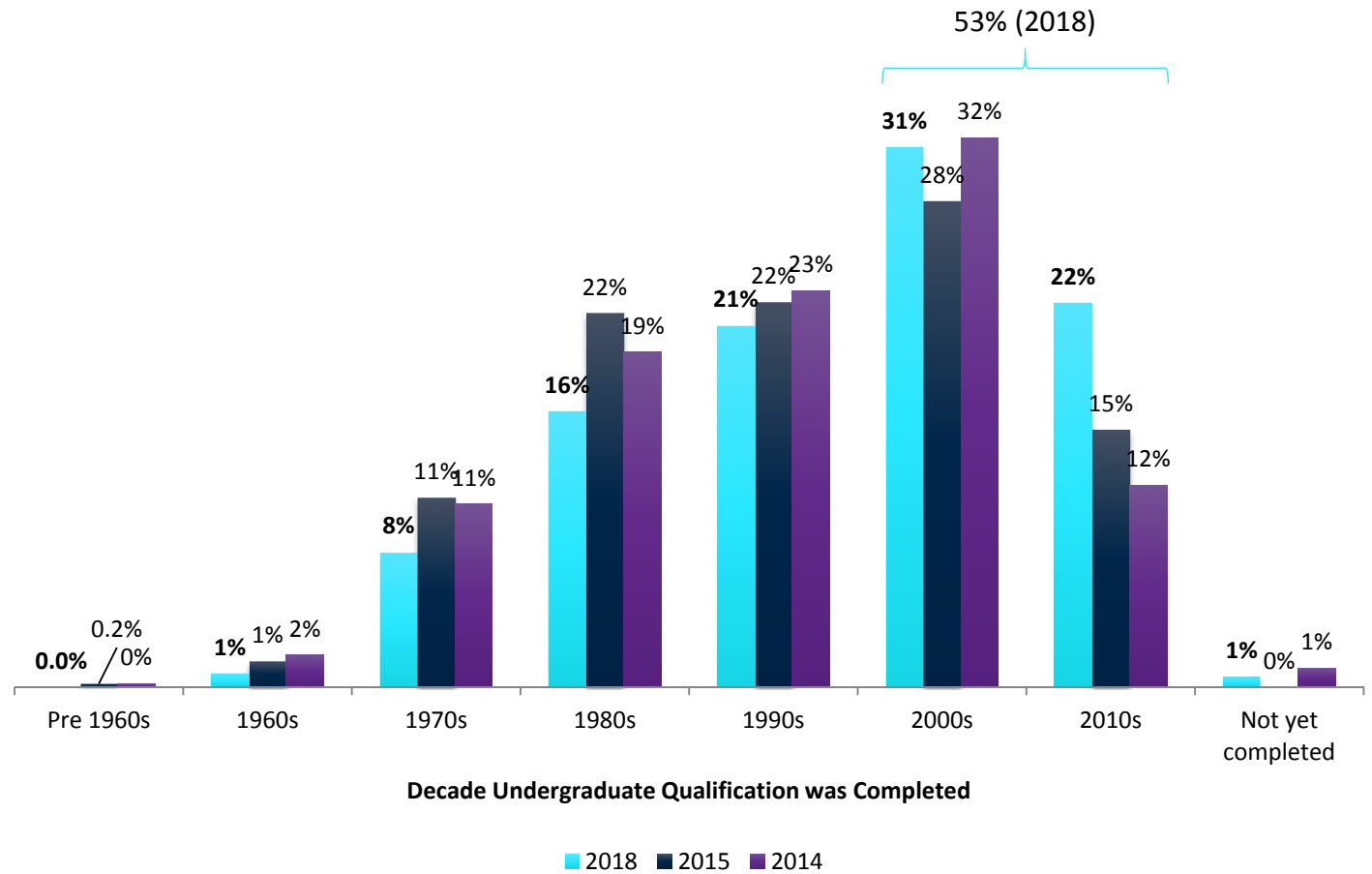
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## Qualifications

## Undergraduate Qualification

Just over half of this year's survey respondents have completed their undergraduate qualification since the turn of the millennium.

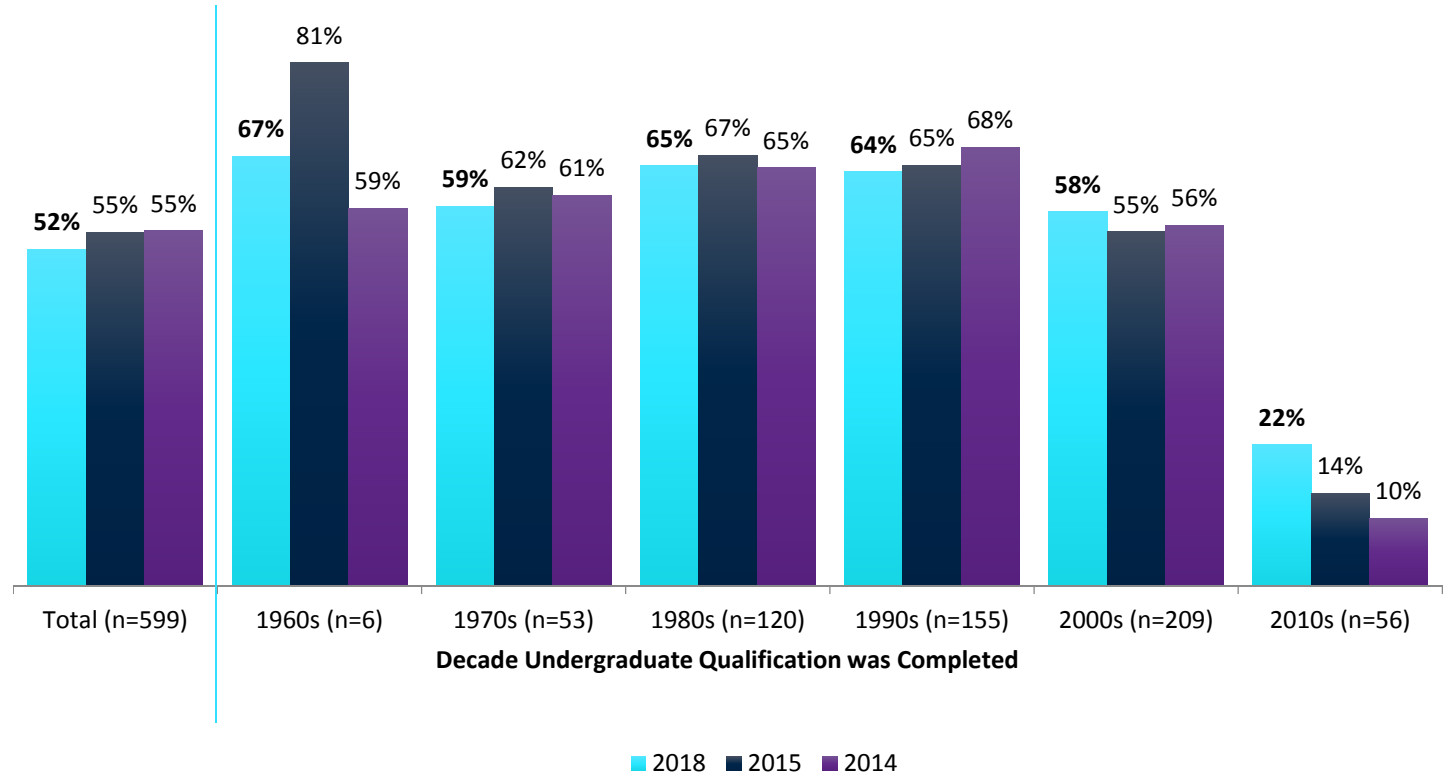
Q. What decade was your undergraduate qualification completed?



## Postgraduate Qualification

The total proportion of respondents indicating they have a postgraduate qualification in 2018 remains consistent with past years.

*Q. Do you have a post-graduate qualification? (percentage reflects respondents with a postgraduate qualification)*

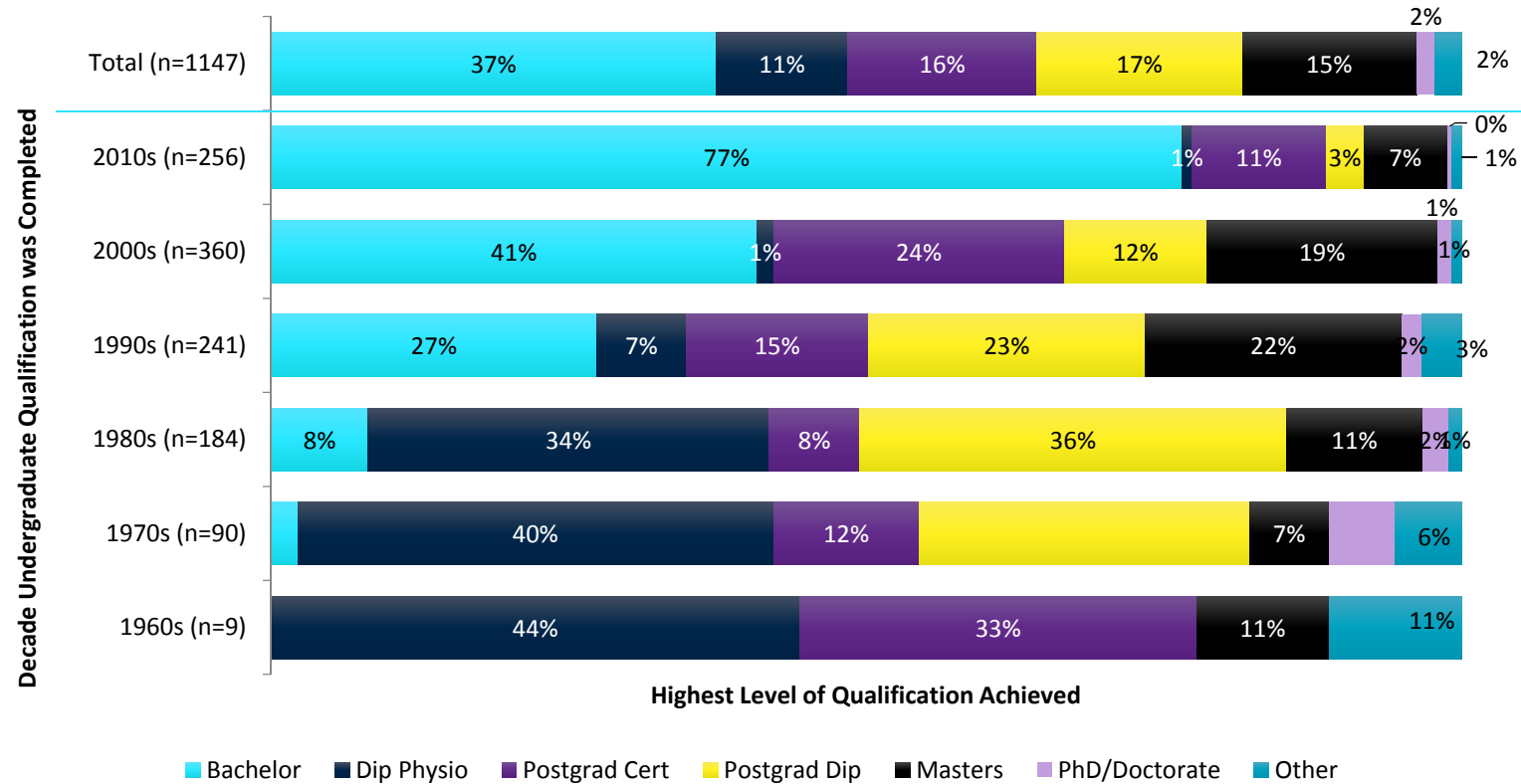


*Note: Please interpret results as indicative only, where sample sizes are relatively small (n<30).*

# Highest Level of Qualification

Almost 50% of this year's survey respondents hold either a Bachelor or Diploma in Physiotherapy as their highest level of qualification.

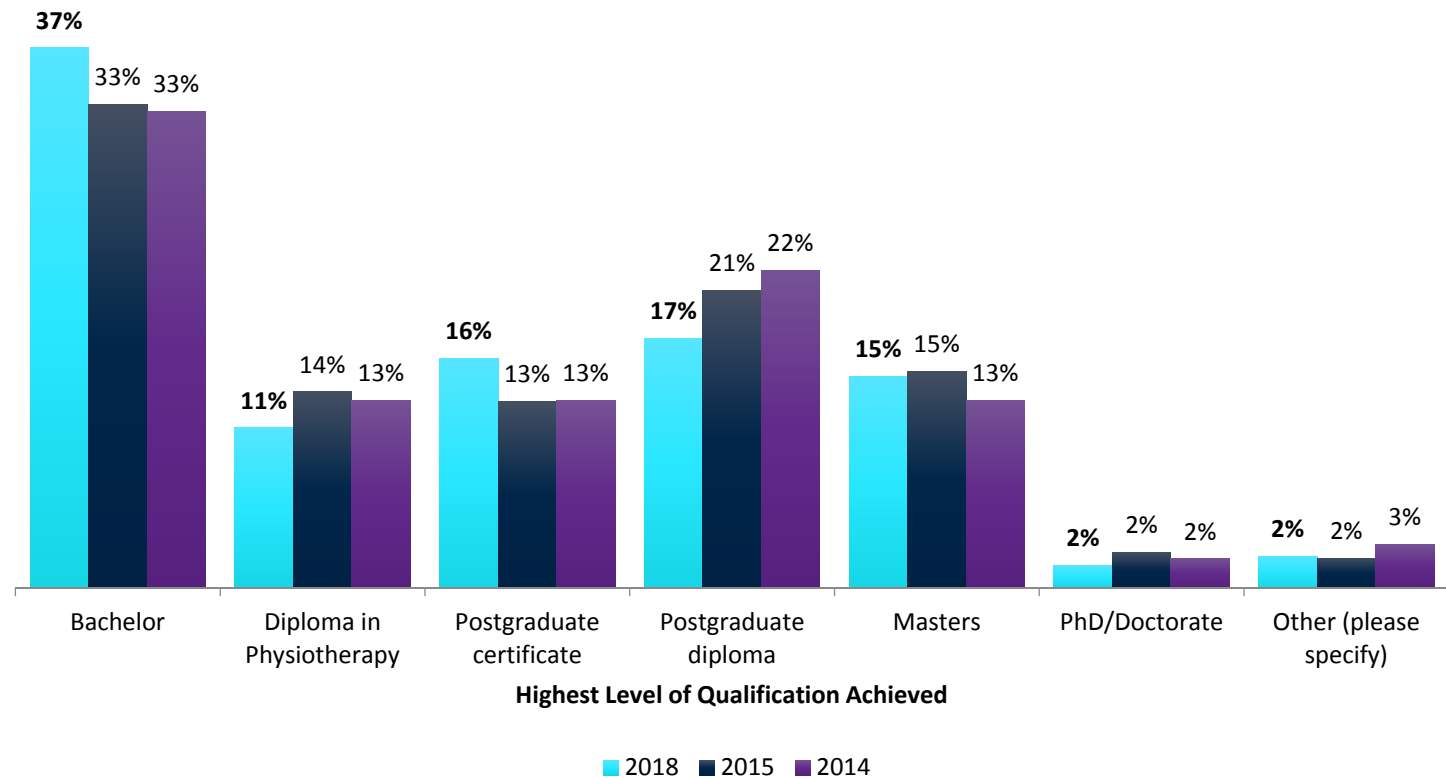
Q. What is your highest level of qualification achieved?



## Highest Level of Qualification

Overall results are similar to those from 2014 and 2015, in terms of highest level of qualification achieved.

Q. What is your highest level of qualification achieved?

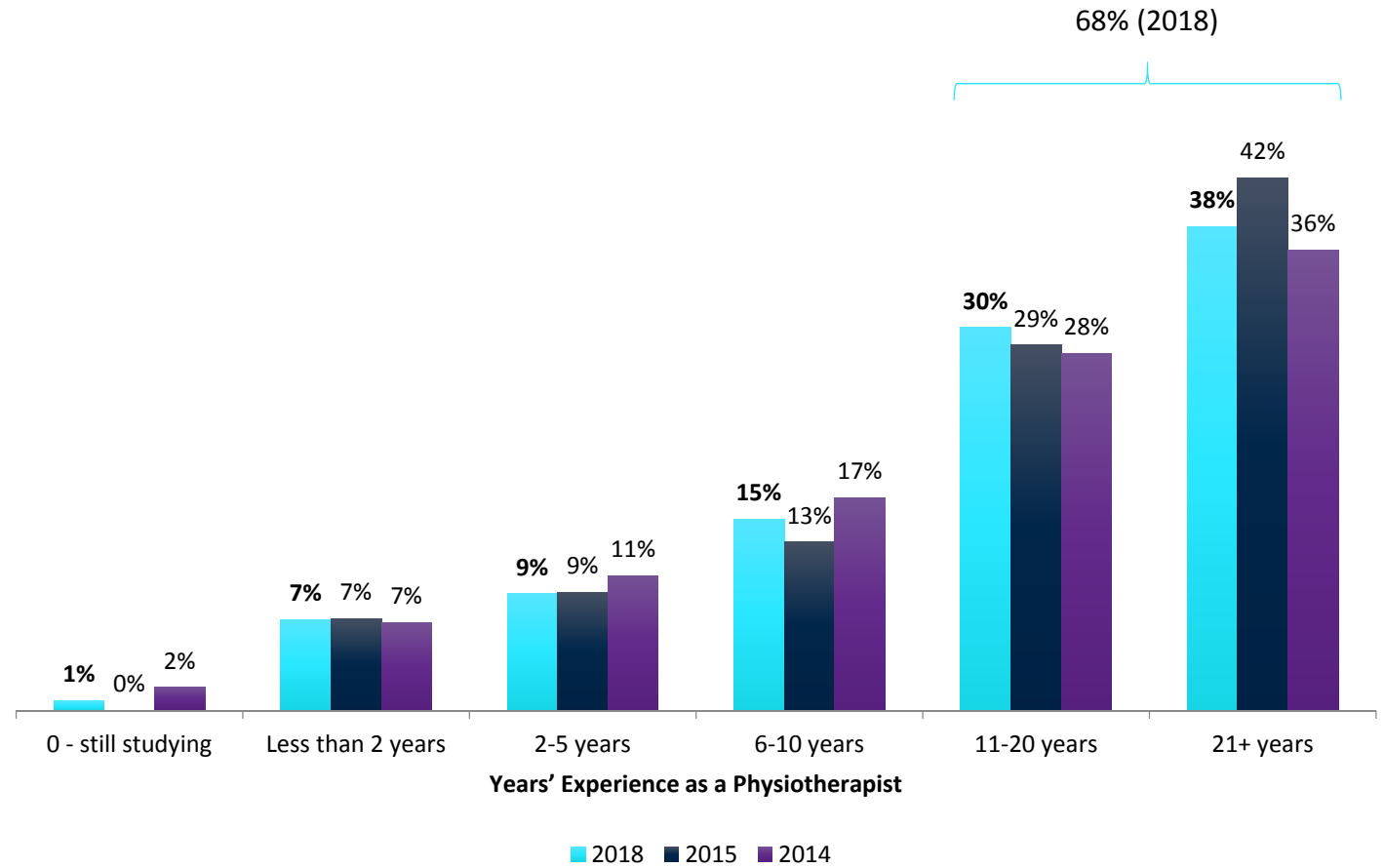




## Years' Experience

Most respondents continue to report having more than 10 years' experience as a physiotherapist.

*Q. How many years' experience as a physiotherapist do you have since you first graduated?*



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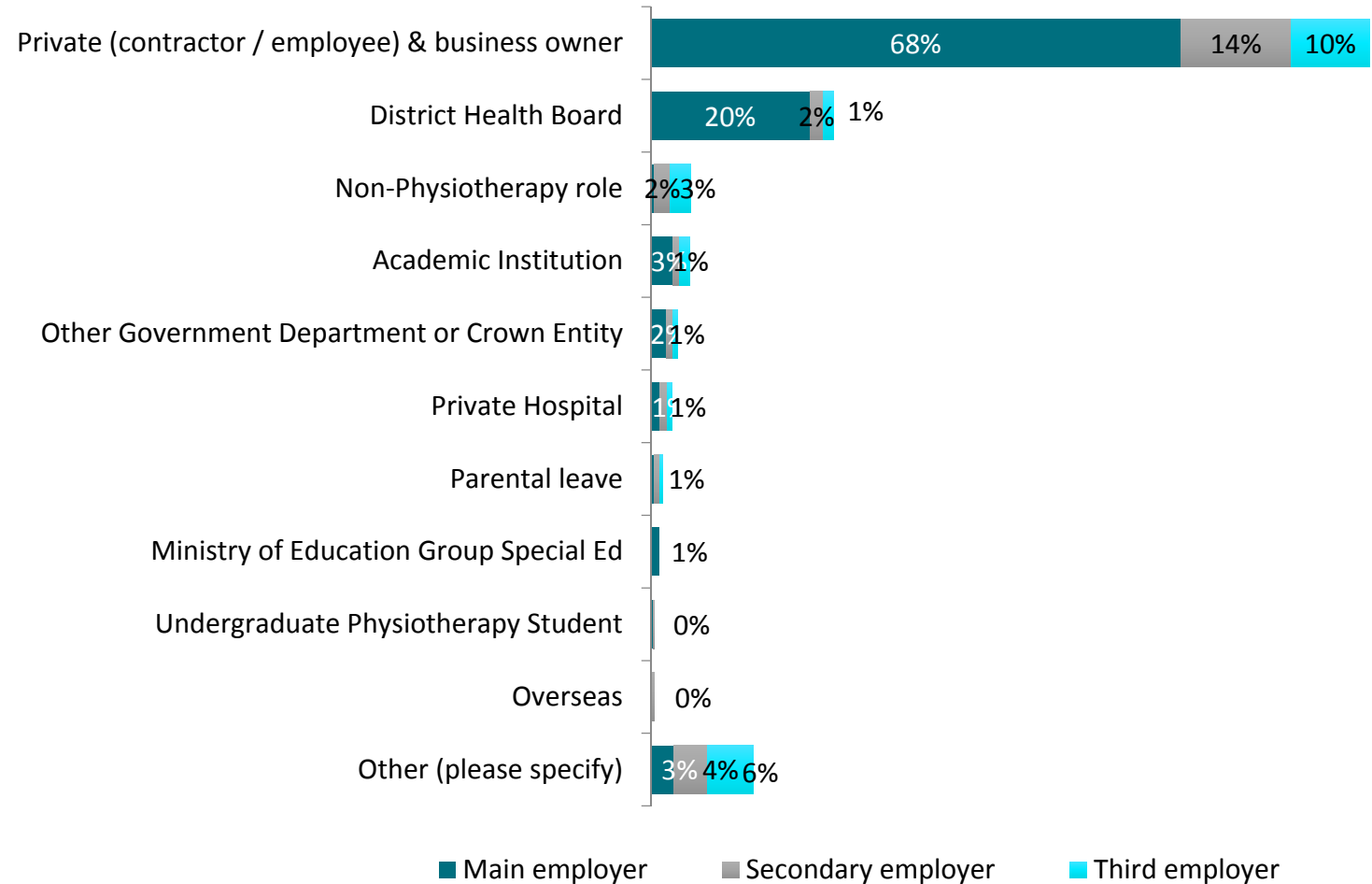
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# Employment

## Employer

Compared to 2015, there has been an increase in the percentage of respondents indicating private practice as their main employer (68% in 2018, from 63% in 2015) and a decrease in those indicating a DHB as their main employer (20% in 2018, from 24% in 2015). Other employer results are similar to those reported in 2015.

Q. Please select your main, secondary and third employer

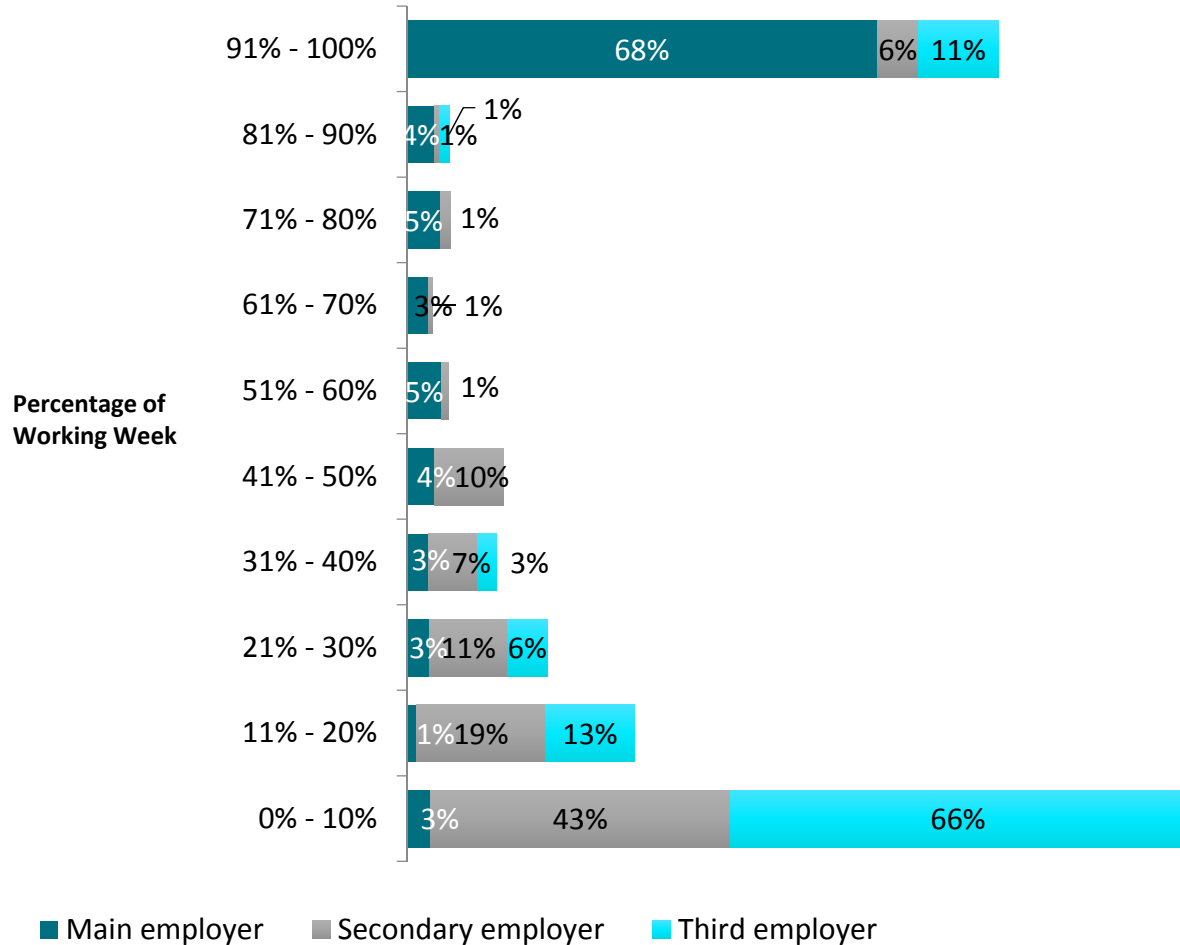


## Employer

### Average working week

Most respondents spend over 90% of their working week at their main employer. Time with secondary and third employers varies, although the majority of respondents with a third employer spend 10% or less of their normal working week there.

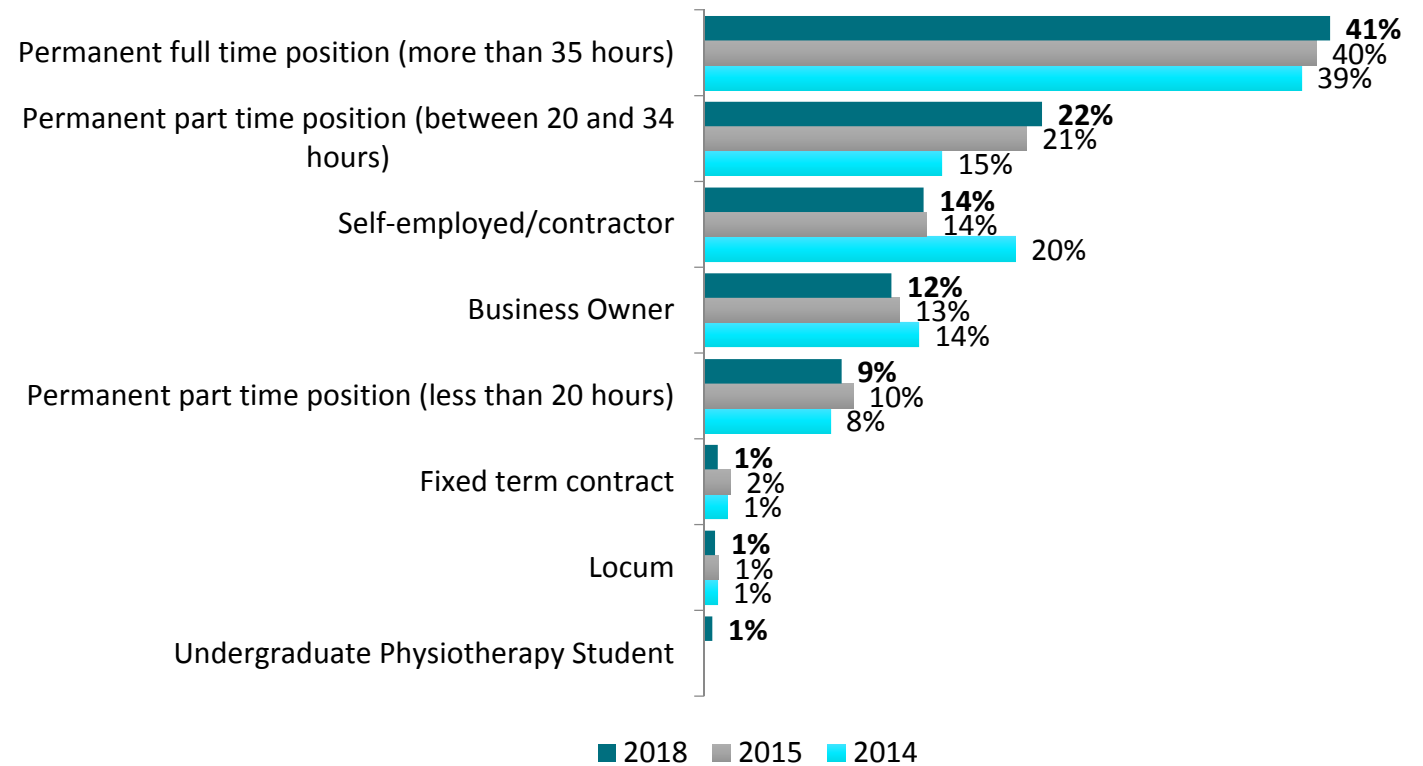
Q. What percentage of a normal working week do you spend with your main/second/third employer?



## Current Principal Employment

In terms of employment type, results are closely aligned to those from 2015 with just over 60% of respondents in permanent positions of 20 hours or more.

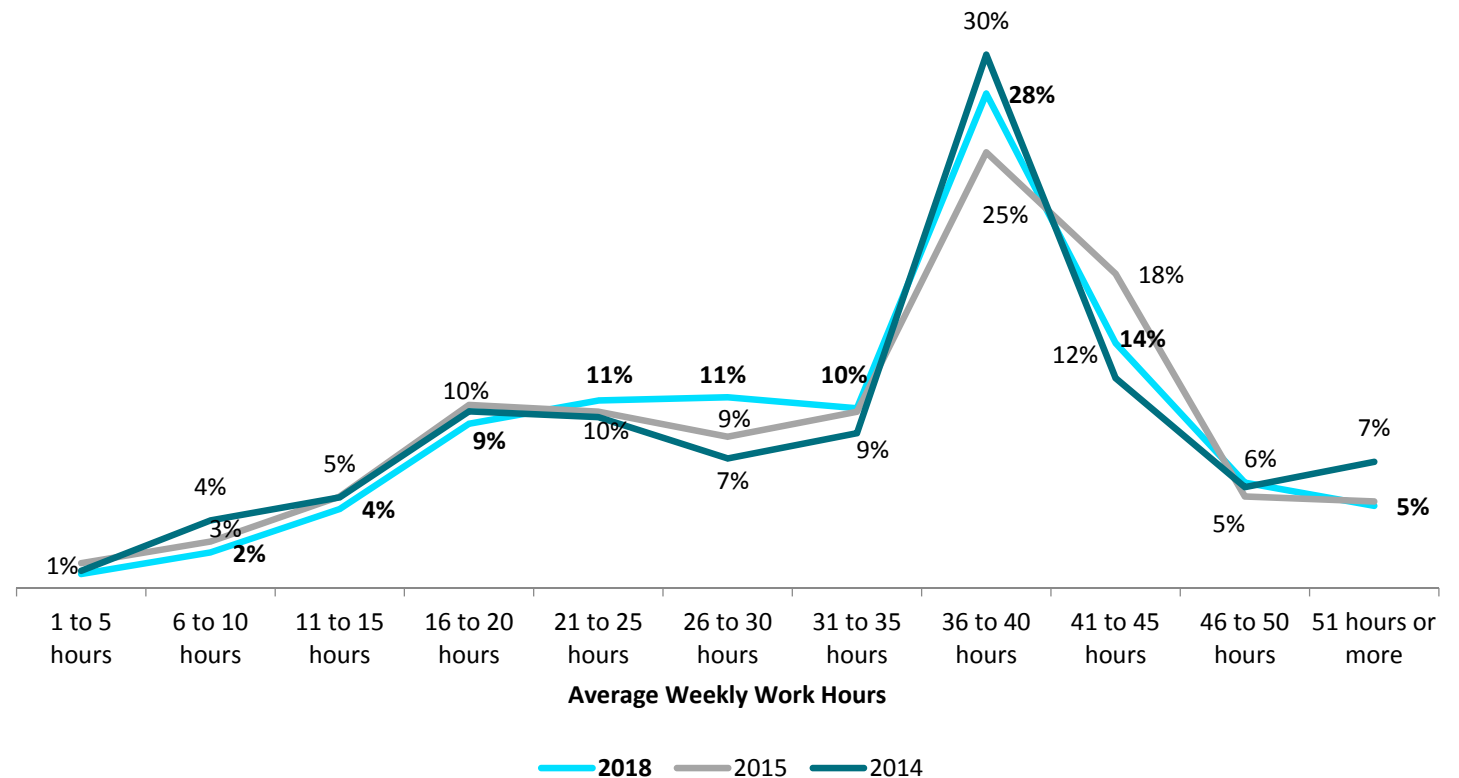
Q. Which describes your current principal employment?



## Average Weekly Work Hours

As in previous years, around half of all 2018 survey respondents indicate they usually work between 31 and 45 hours per week.

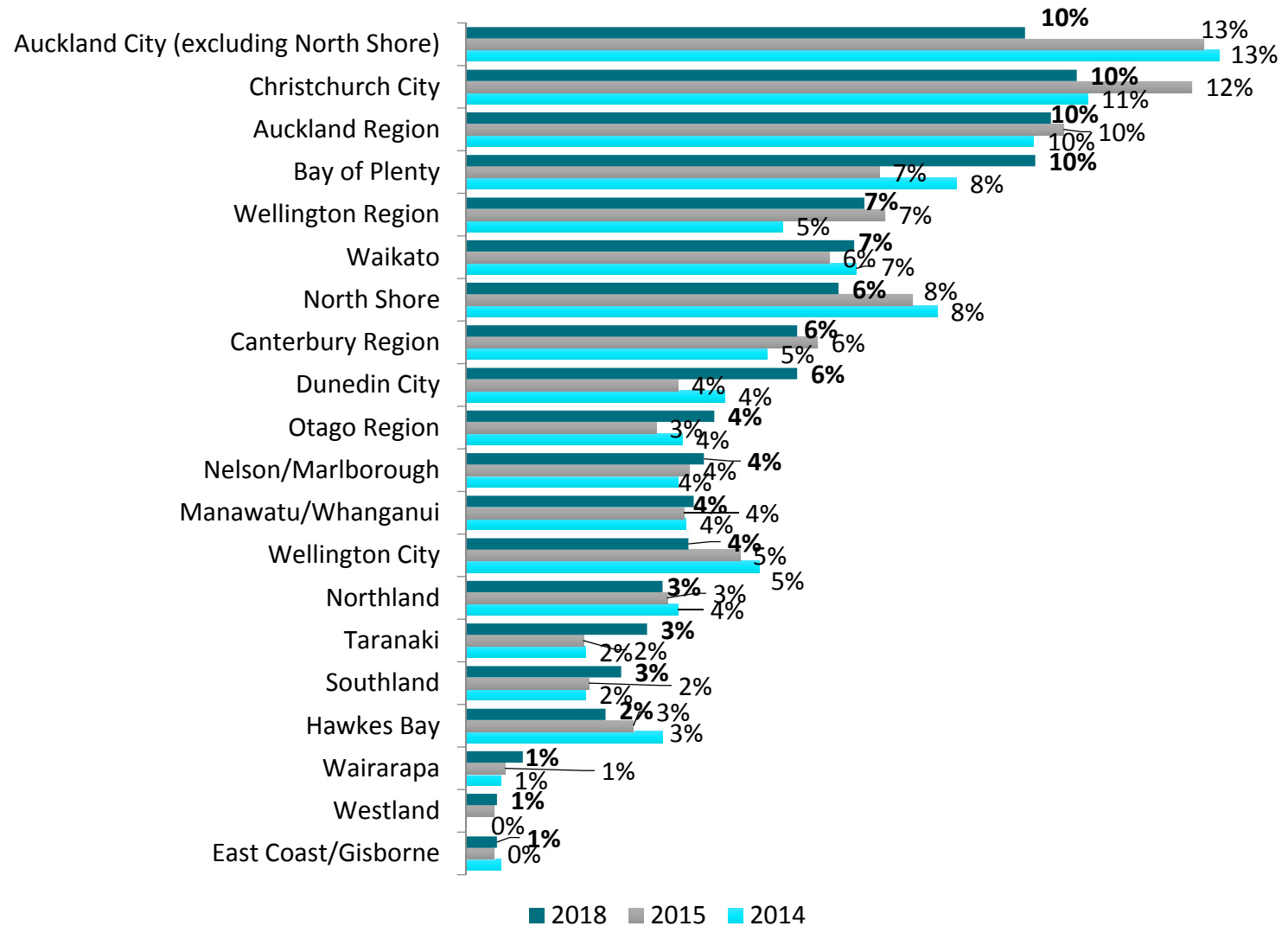
Q. What are your average weekly work hours?



## Location

In terms of the location people are currently working in, 2018 survey respondents align with Physiotherapy New Zealand's full time branch membership numbers.

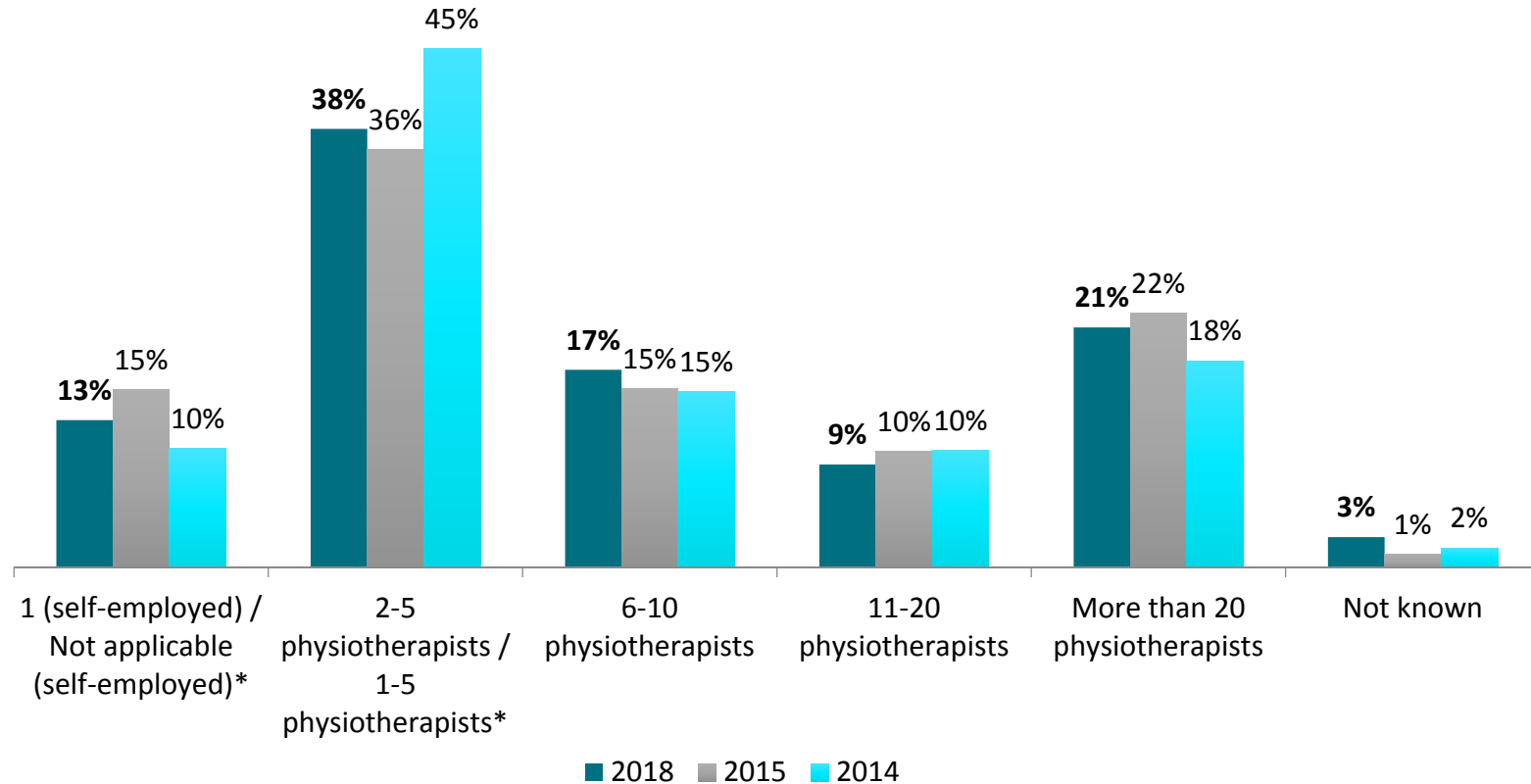
Q. Please indicate the location you are currently working in?



## Number of Physiotherapists

Just over half of all survey respondents continue to indicate that 5 or less physiotherapists work in their organisation.

Q. What is the approximate total number of physiotherapists working in your practice/organisation?



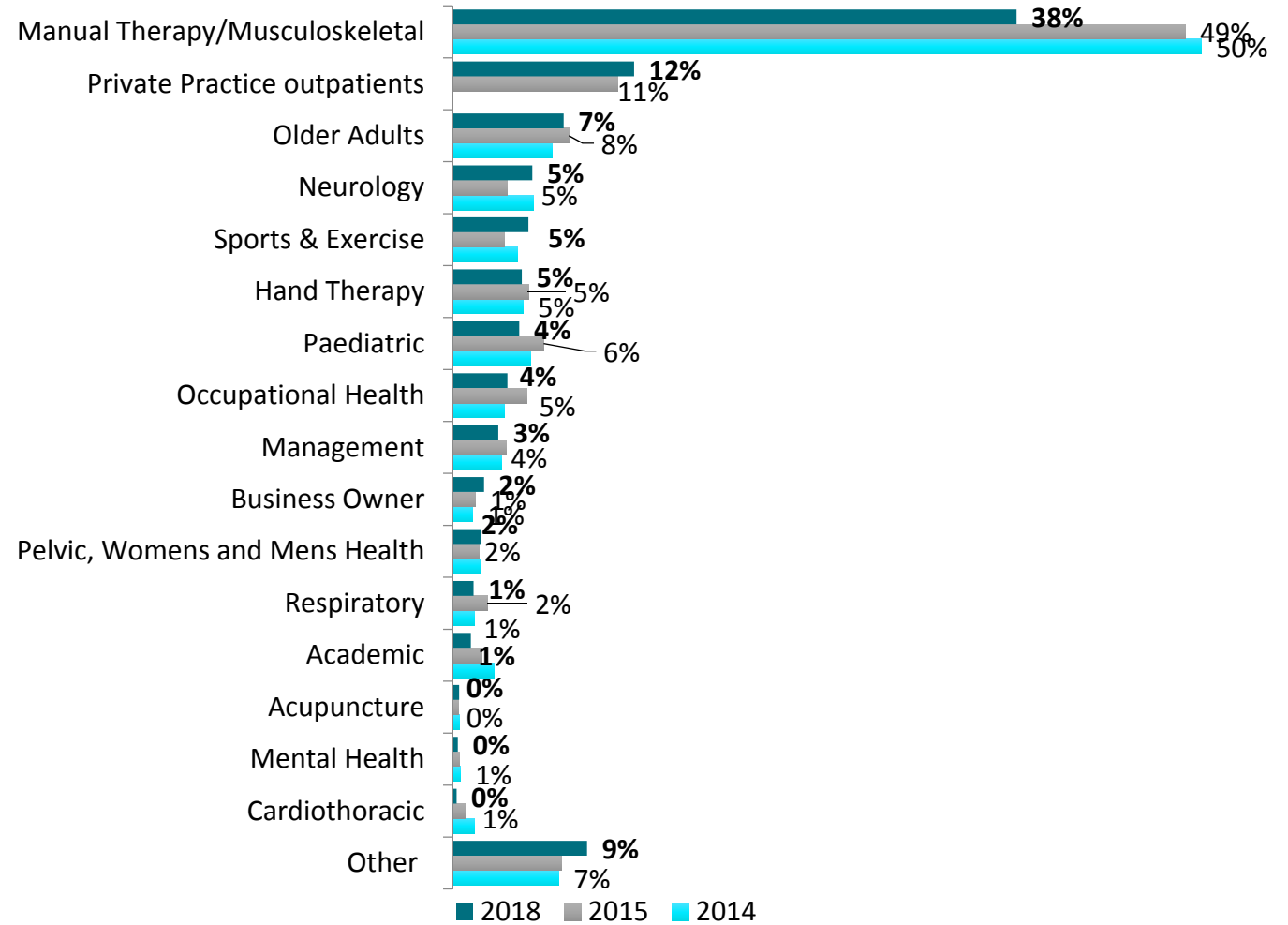
NB. In 2014 the first 2 categories were worded slightly differently to 2015 and 2018



## Main Area of Work

Although less so than in previous years, a relatively high proportion of respondents continue to identify Manual therapy / Musculoskeletal as their main area of work.

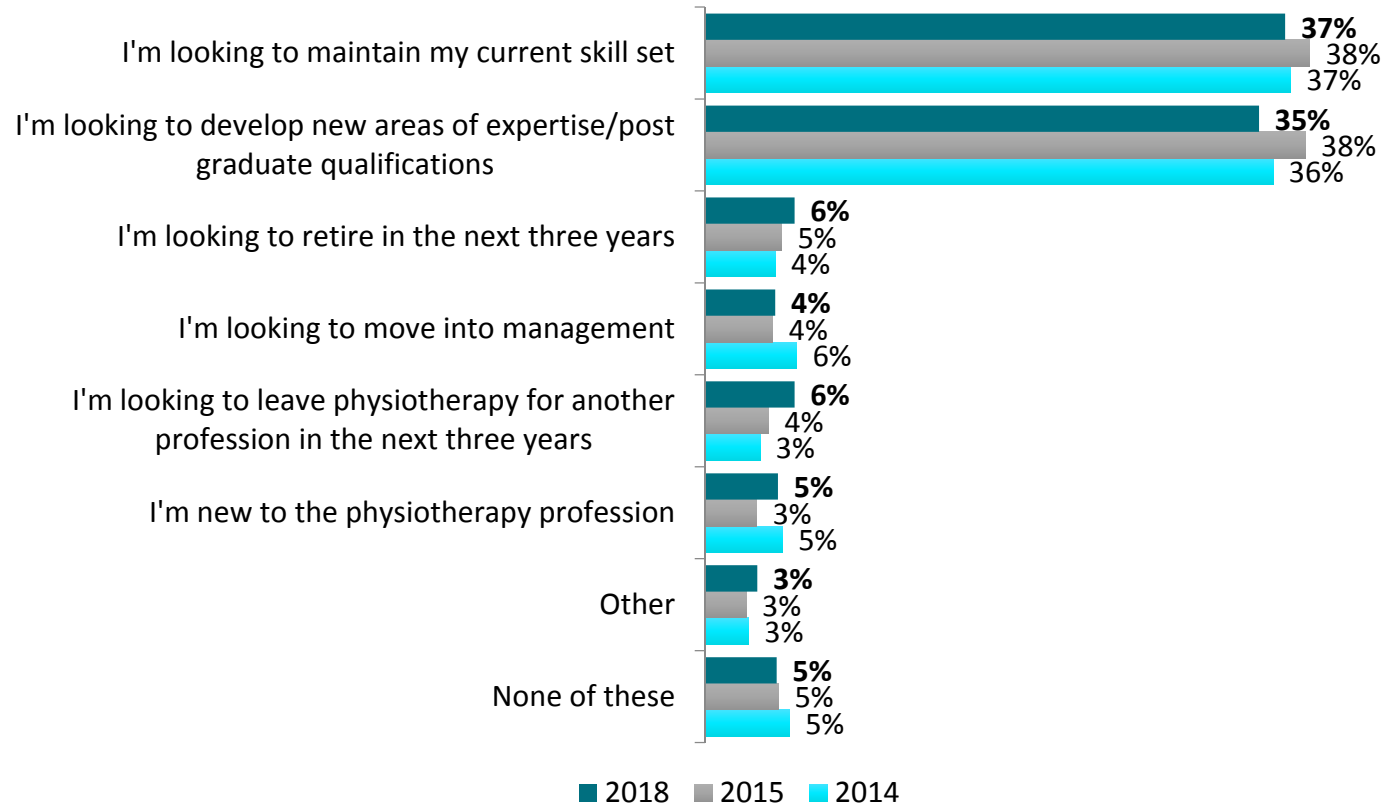
Q. Please indicate your main area of work. If you hold multiple roles please indicate your primary role



## Description / Status

The majority of respondents continue to be either looking to maintain their current skill set or develop new areas of expertise.

Q. Which of the following best describes you?

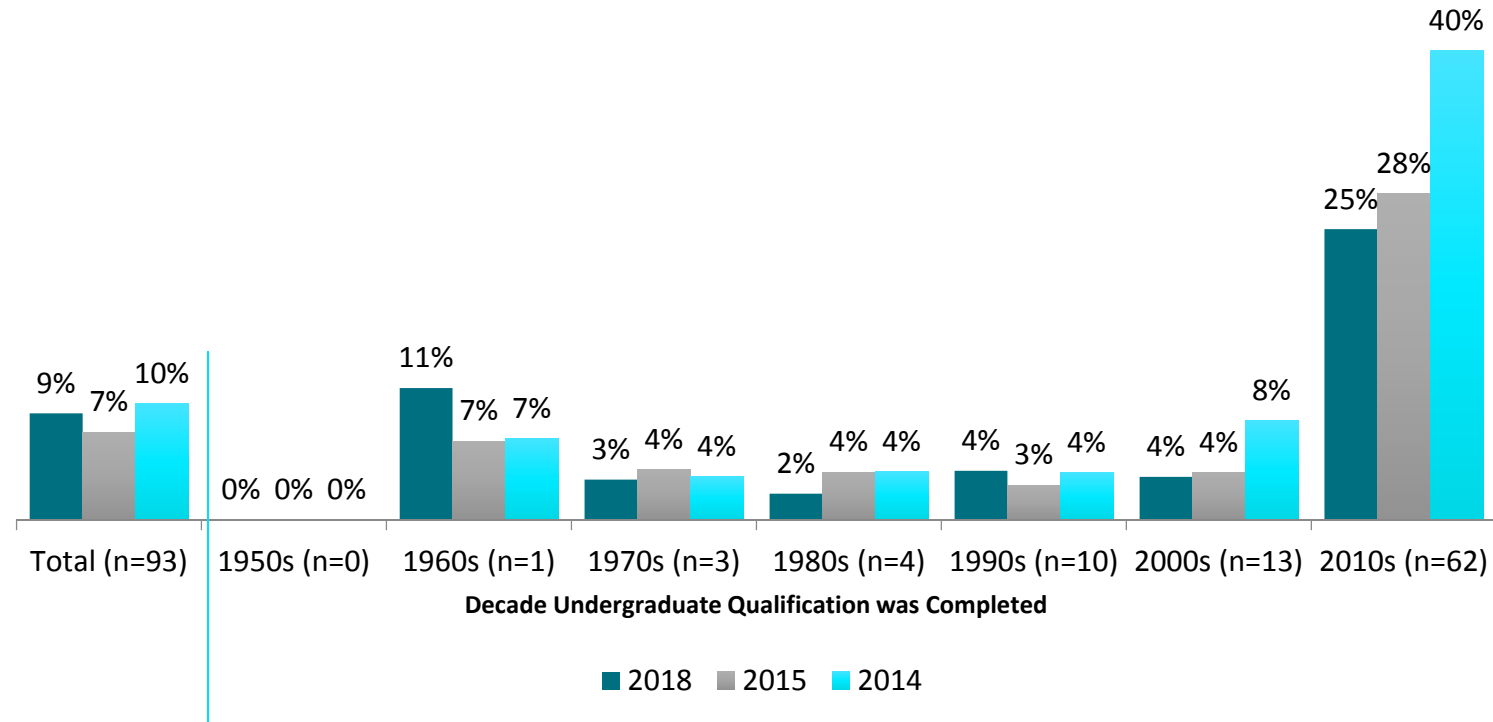


## Plans to Work Overseas

The majority of those planning to work overseas in the next 1-2 years continue to be from the group who graduated in 2010 and onwards, although this is a decreasing trend.

Overall, the total percentage of those looking to shift overseas remains largely stable.

Q. Are you planning on working overseas in the next one to two years? 'Yes'

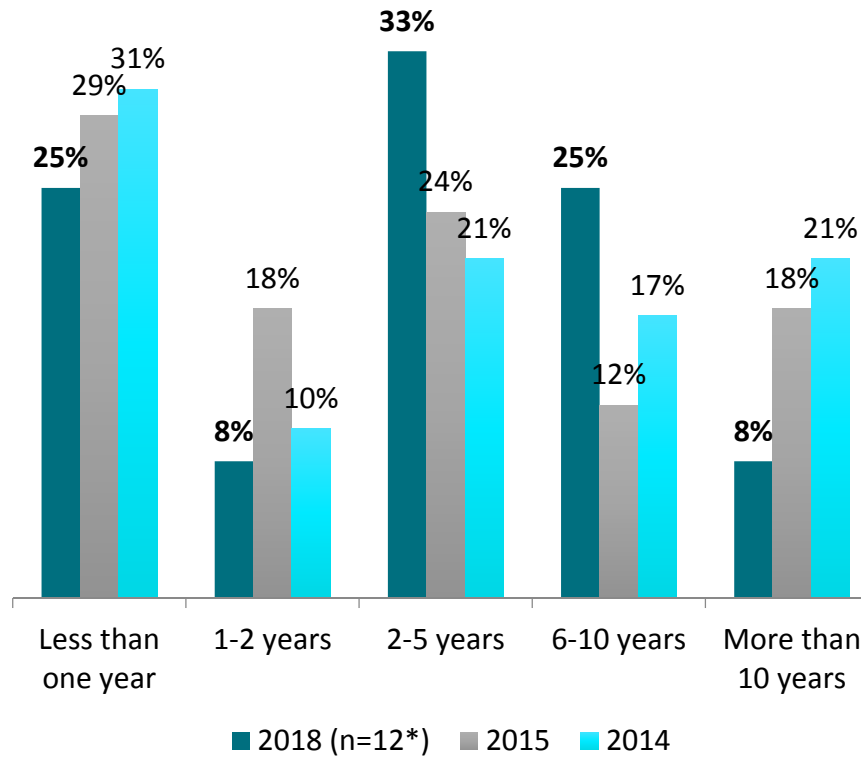


NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)

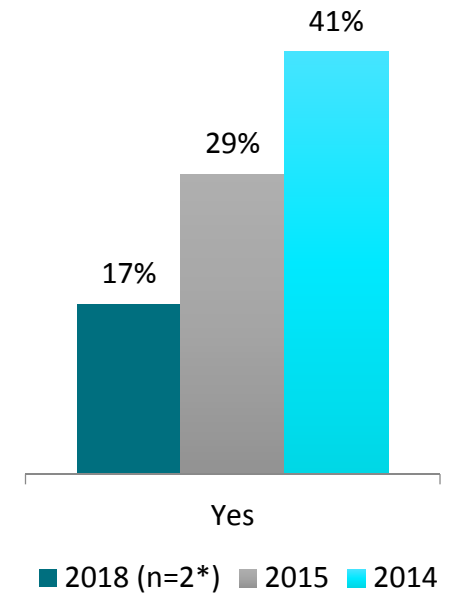
## Working Overseas

Of the relatively small proportion of respondents who are currently working overseas, one-third have done so for 2-5 years.

Q. Earlier you indicated that you currently work outside of NZ. How long have you been working overseas?



Q. Do you intend on coming back to NZ in the next 12 months?



NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)

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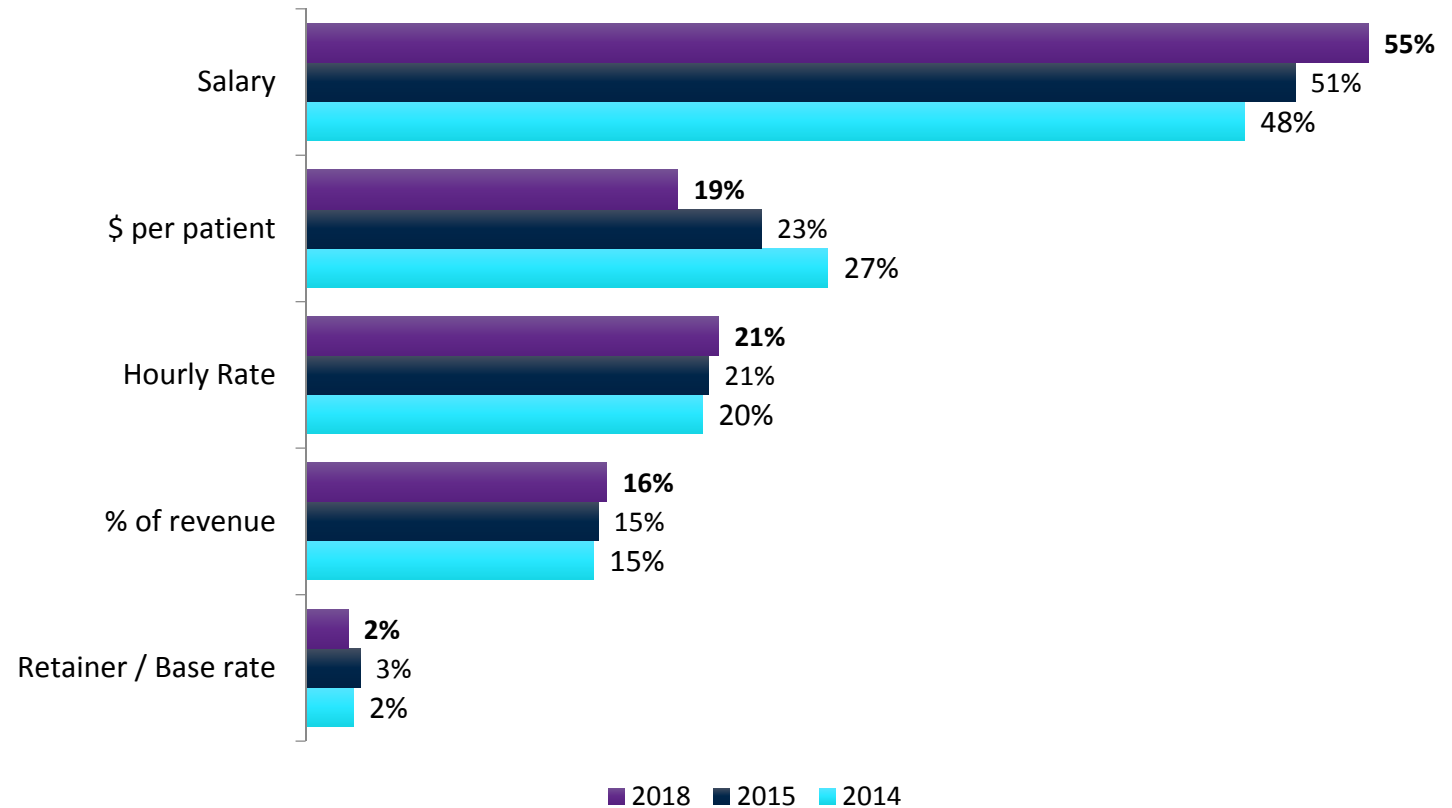
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## Remuneration

## Gross Earnings

Since 2014, there has been an increasing trend in respondents indicating their gross earnings are determined by salary and a decreasing trend for those earning through \$ per patient.

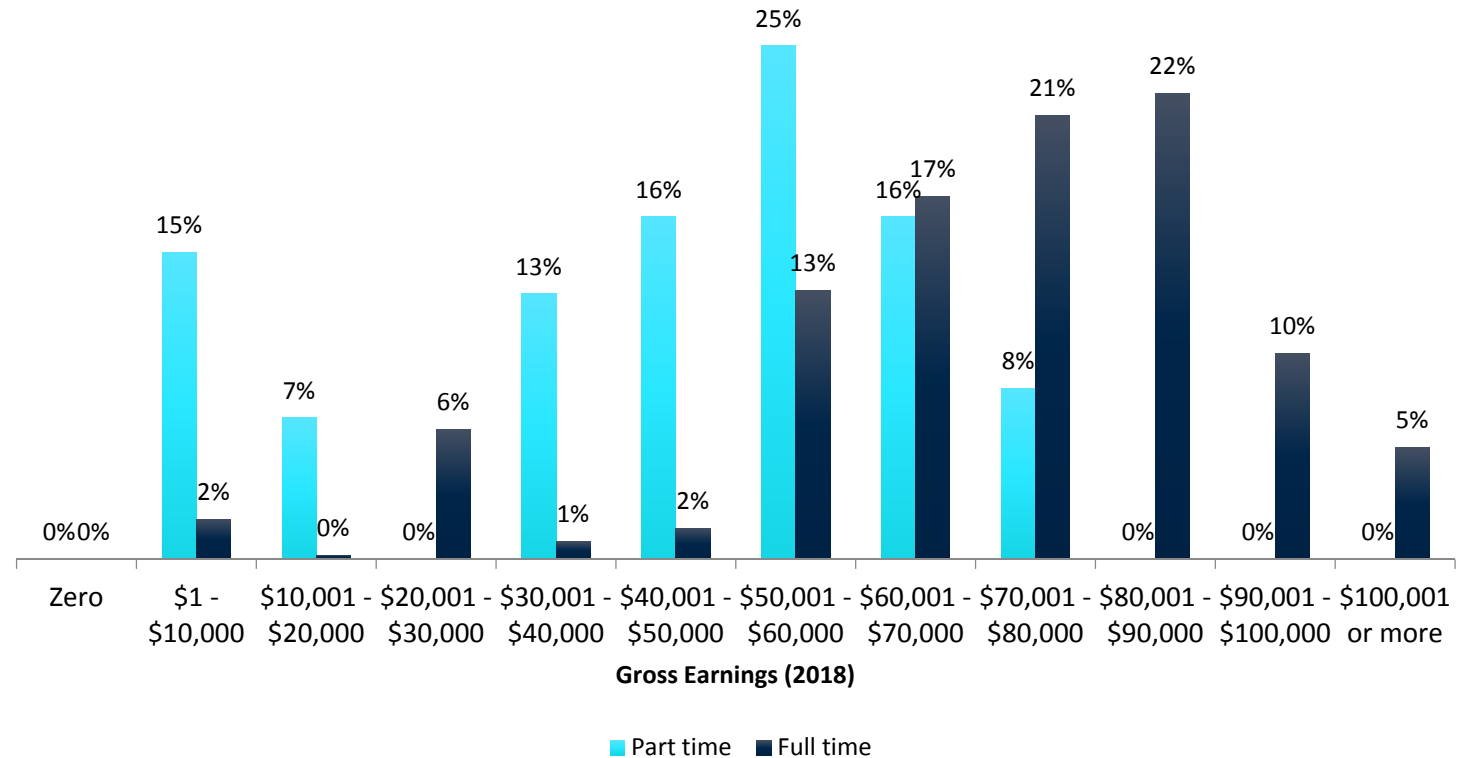
Q. Please select how your gross earnings for the most recent tax year were determined (select all that apply)



## Gross Earnings Full Time vs. Part Time

Reported average gross earnings for both part-time and full-time survey respondents have decreased between 2015 and 2018.

*Q. What were your gross earnings as defined by the IRD or relevant tax department in the most recent tax year? Please enter the amount in currency you earlier specified*

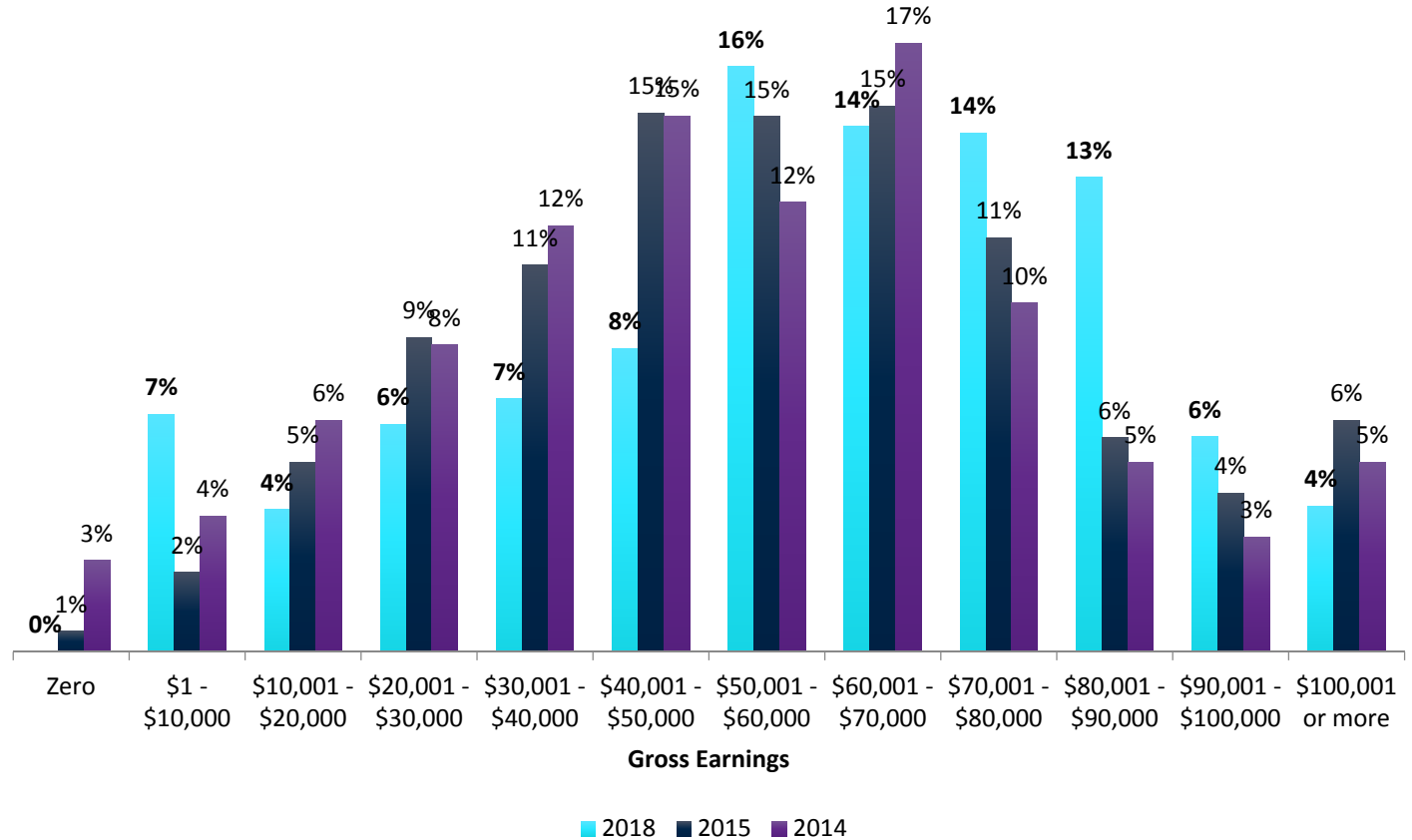


	2015		2018	
	Full-time	Part-time	Full-time	Part-time
Median	\$70,000	\$40,000	\$69,530	\$40,000
Average	\$73,220	\$43,782	\$70,319	\$37,539
20th Percentile	\$52,000	\$25,000	\$52,000	\$19,000
80th Percentile	\$89,628	\$60,000	\$78,000	\$52,305

## Gross Earnings Tracking

Looking collectively at the earnings of part-time and full-time workers in 2015 compared to 2018, there has been an increase in the proportion of respondents reporting gross earnings between \$70,001 and \$90,000.

Q. What were your gross earnings as defined by the IRD or relevant tax department in the most recent tax year? Please enter the amount in currency you earlier specified



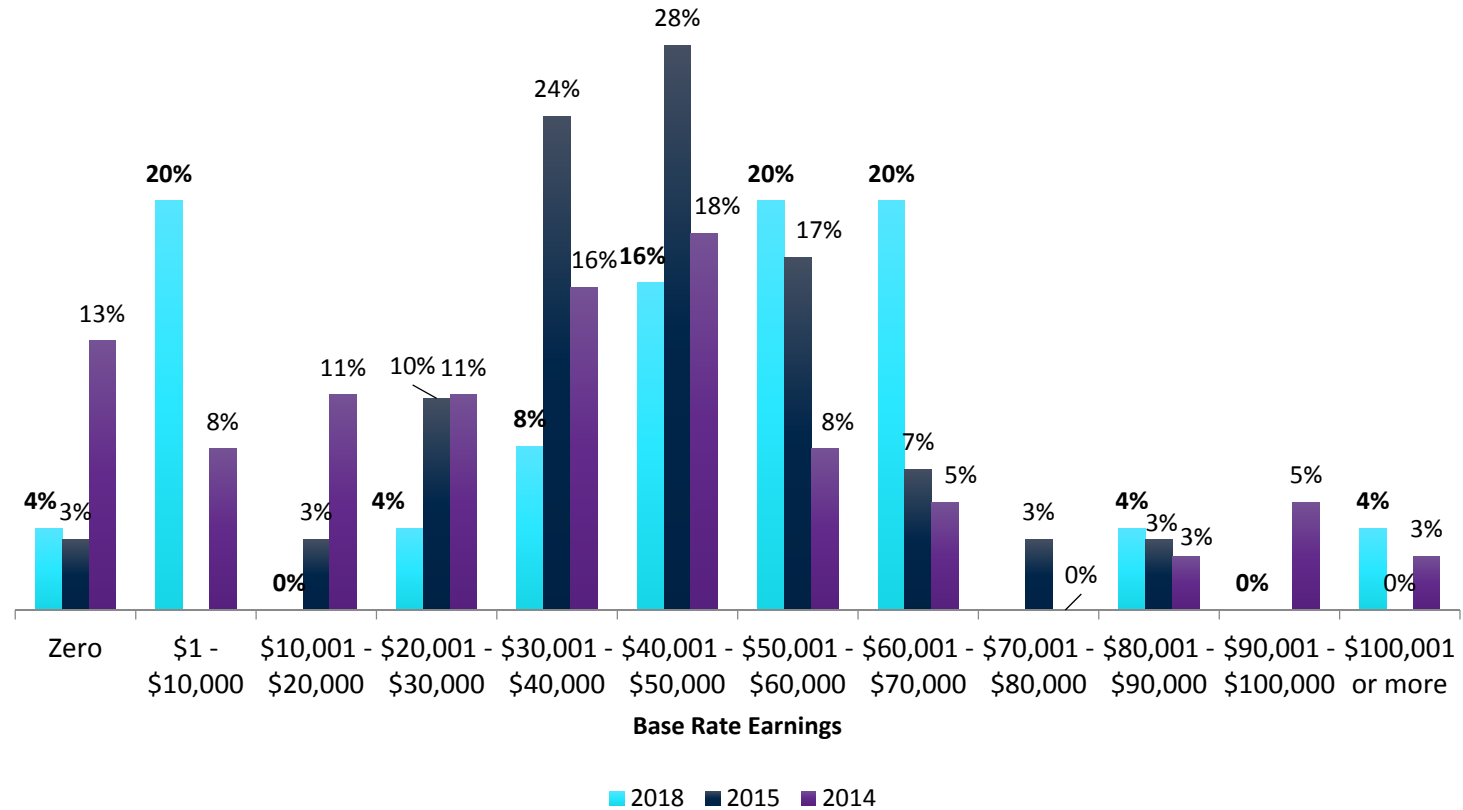
	2015	2018
Median	\$70,000	\$56,000
Average	\$73,220	\$58,677
20th Percentile	\$52,000	\$34,000
80th Percentile	\$89,628	\$78,000



## Base Rate

Of the relatively few 2018 respondents (n=25) with earnings reportedly determined through a retainer/base rate, 40% earned between \$50,001 and \$70,000.

Q. What were your base rate earnings in the last tax year?

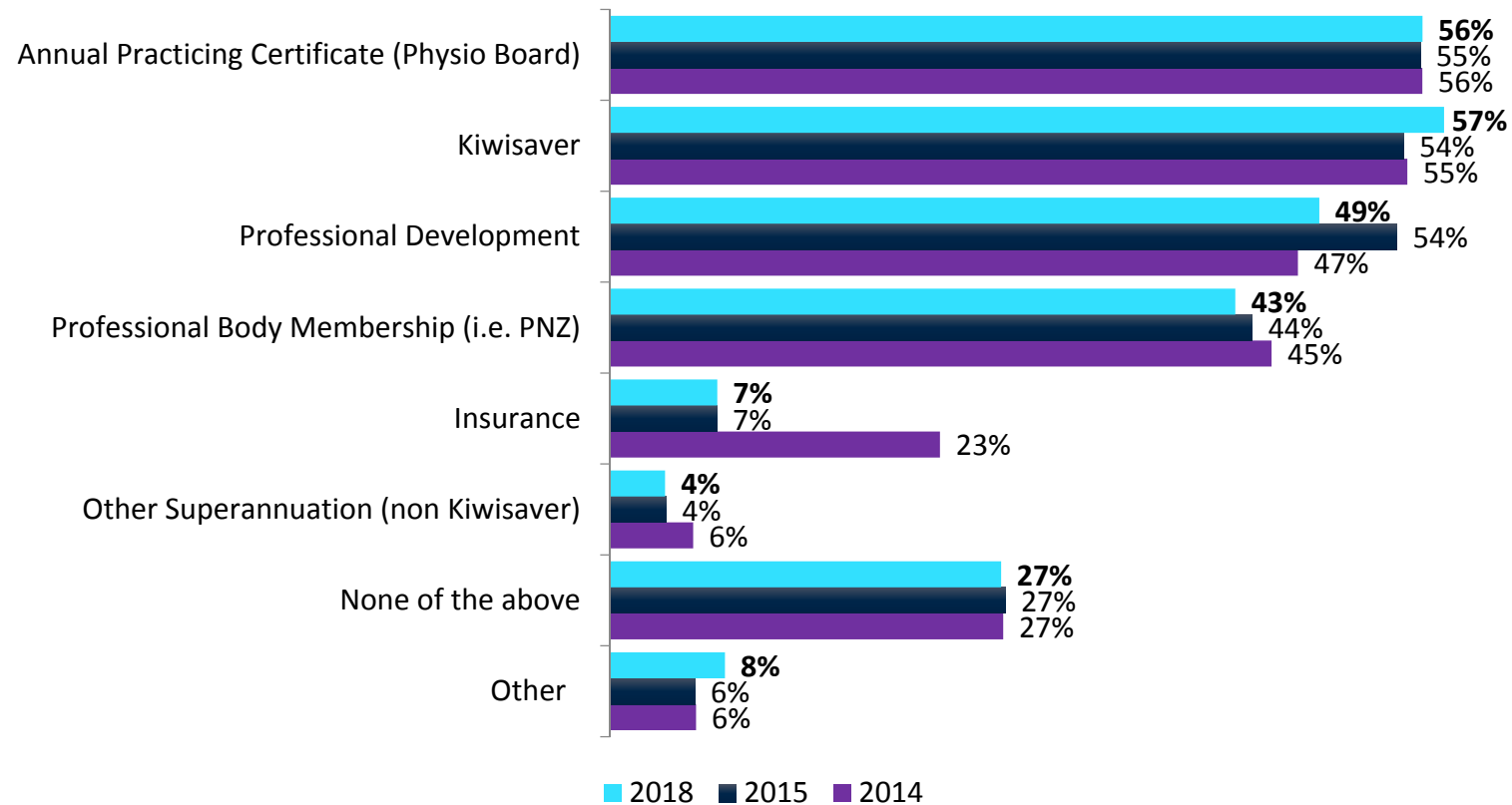


NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)

## Additional Benefits

While more than half of survey respondents continue to be entitled to an Annual Practicing Certificate and Kiwisaver from their employer, over 1 in 4 aren't entitled to any listed additional benefits.

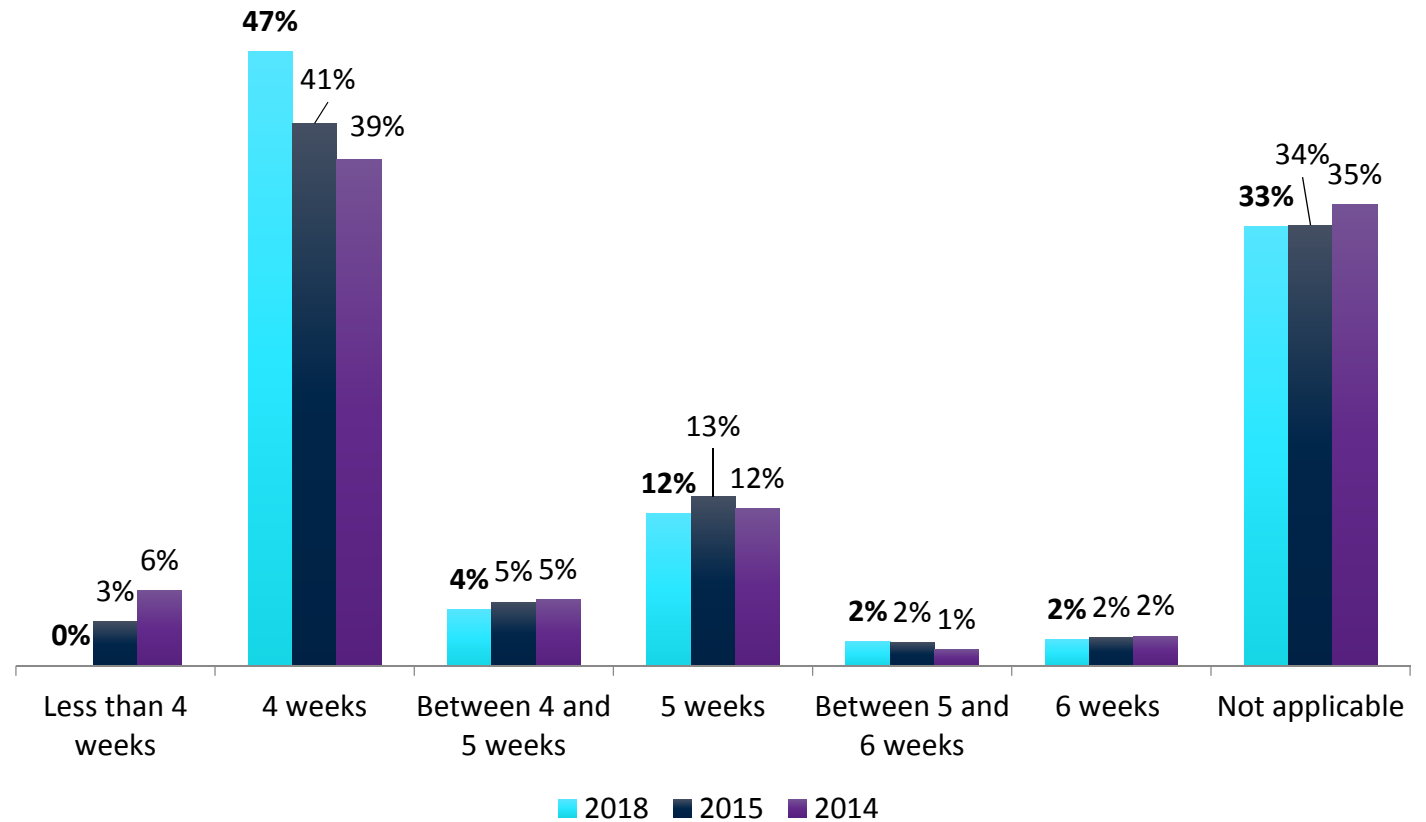
Q. Please indicate which additional benefits you are entitled to (Select all that apply)



## Annual Leave Entitlement

An annual leave entitlement of 4 weeks is increasingly common, with almost half of 2018 respondents indicating this amount of leave.

Q. Please indicate how many weeks of annual leave you are entitled to



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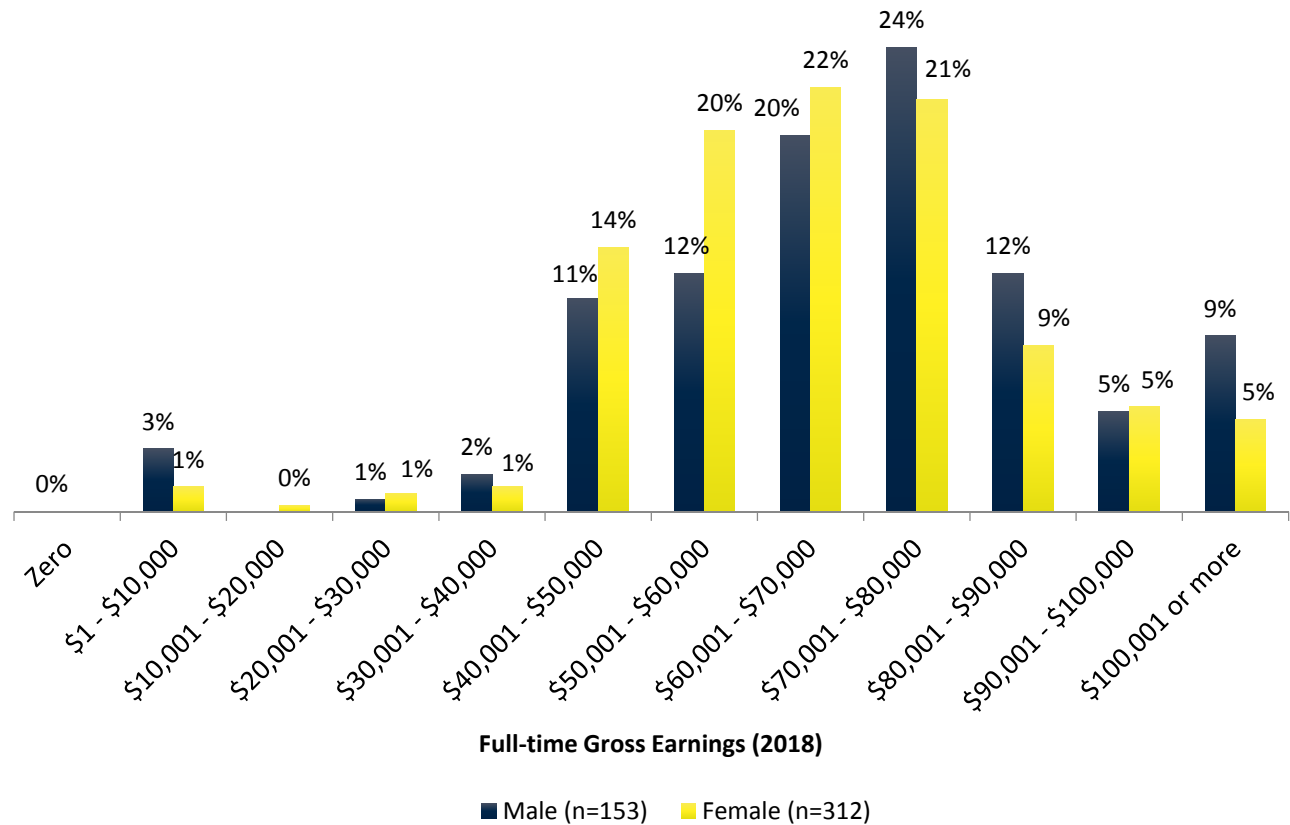
## Remuneration Additional Analysis

## Gross Earnings Gender, Full time

Results indicate that the gap in male and female full-time average earnings has lessened between 2015 and 2018.

Q. What were your gross earnings as defined by the IRD or relevant tax department in the most recent tax year?

	2015		2018	
	Male	Female	Male	Female
Median	\$71,500	\$66,035	\$71,000	\$68,000
Average	\$78,804	\$69,751	\$74,982	\$68,032
20th Percentile	\$53,000	\$50,872	\$53,729	\$52,000
80th Percentile	\$95,000	\$83,138	\$89,000	\$80,000



# Gross Earnings

## Gender, Full / Part time

2018		Full time (n=465)				Part time (n=353)			
		Female (n=312)		Male (n=153)		Female (n=327)		Male (n=26)	
		Column N	Count	Column N	Count	Column N	Count	Column N	Count
Gross Earnings Categories	\$1-\$10,000	1%	4	3%	5	13%	44	31%	8
	\$10,001-\$20,000	0%	1	0%	0	7%	23	4%	1
	\$20,001-\$30,000	1%	3	1%	1	13%	42	12%	3
	\$30,001-\$40,000	1%	4	2%	3	17%	56	8%	2
	\$40,001-\$50,000	14%	43	11%	17	24%	79	31%	8
	\$50,001-\$60,000	20%	62	12%	19	17%	55	12%	3
	\$60,001-\$70,000	22%	69	20%	30	9%	28	4%	1
	\$70,001-\$80,000	21%	67	24%	37	0%	0	0%	0
	\$80,001-\$90,000	9%	27	12%	19	0%	0	0%	0
	\$90,001-\$100,000	5%	17	5%	8	0%	0	0%	0
	\$100,000 or more	5%	15	9%	14	0%	0	0%	0

2018	Full time		Part time	
	Female	Male	Female	Male
Median	\$68,000	\$71,000	\$40,000	\$47,300
Average	\$68,032	\$74,982	\$37,911	\$36,683
20th Percentile	\$52,000	\$53,729	\$20,000	\$13,000
80th Percentile	\$80,000	\$89,000	\$53,752	\$50,000

## Gross Earnings Years Experience

2018		0 – Still studying (n=9)	< 2 years (n=82)	2-5 years (n=105)	6-10 years (n=172)	11-20 years (n=344)	21+ years (n=435)
Gross Earnings Categories	\$1-\$10,000	44%	7%	1%	3%	7%	8%
	\$10,001-\$20,000	11%	1%	0%	5%	4%	5%
	\$20,001-\$30,000	22%	2%	2%	4%	11%	6%
	\$30,001-\$40,000	0%	2%	4%	9%	12%	8%
	\$40,001-\$50,000	22%	52%	18%	10%	12%	14%
	\$50,001-\$60,000	0%	33%	43%	13%	7%	11%
	\$60,001-\$70,000	0%	1%	24%	29%	12%	11%
	\$70,001-\$80,000	0%	0%	9%	16%	15%	14%
	\$80,001-\$90,000	0%	0%	0%	5%	10%	6%
	\$90,001-\$100,000	0%	0%	0%	3%	3%	6%
	\$100,000 or more	0%	0%	0%	2%	7%	10%

2018	0 - Still studying	< 2 years	6-10 years	2-5 years	11-20 years	21+ years
Median	\$12,000	\$48,825	\$57,000	\$65,000	\$57,000	\$60,000
Average	\$21,889	\$45,860	\$56,511	\$59,282	\$57,879	\$62,770
20th Percentile	\$8,300	\$45,000	\$50,000	\$40,000	\$29,917	\$32,000
80th Percentile	\$35,900	\$53,065	\$65,000	\$73,954	\$80,000	\$86,000

## Gross Earnings Qualification

2018		Bachelor (n=429)	Dip Physio (n=127)	Postgrad Cert (n=182)	Postgrad Dip (n=198)	Masters (n=168)	PhD/Doct orate (n=18)	Other (n=25)
Gross Earnings Categories	\$1-\$10,000	5%	12%	4%	7%	5%	6%	20%
	\$10,001-\$20,000	4%	5%	5%	4%	2%	0%	0%
	\$20,001-\$30,000	5%	6%	9%	6%	8%	6%	28%
	\$30,001-\$40,000	9%	7%	9%	8%	10%	6%	4%
	\$40,001-\$50,000	22%	20%	12%	9%	12%	6%	12%
	\$50,001-\$60,000	22%	12%	11%	11%	9%	0%	4%
	\$60,001-\$70,000	14%	12%	19%	14%	15%	0%	8%
	\$70,001-\$80,000	10%	12%	15%	16%	17%	22%	12%
	\$80,001-\$90,000	4%	3%	8%	9%	7%	6%	4%
	\$90,001-\$100,000	2%	6%	3%	7%	4%	11%	4%
	\$100,000 or more	3%	6%	5%	10%	11%	39%	4%

2018	Bachelor	Dip Physio	Postgrad Cert	Postgrad Dip	Masters	PhD/Doctorate	Other
Median	\$52,000	\$50,000	\$60,500	\$65,000	\$65,000	\$90,000	\$40,000
Average	\$53,951	\$54,651	\$59,627	\$64,218	\$63,479	\$103,436	\$44,941
20th Percentile	\$35,600	\$30,000	\$35,000	\$34,000	\$38,400	\$53,400	\$19,600
80th Percentile	\$70,000	\$75,400	\$75,000	\$89,600	\$81,876	\$170,875	\$72,000



## Gross Earnings Location

2018		Northland (n=38)	North Shore (n=72)	Auckland City (excluding North Shore) (n=108)	Auckland Region (n=113)	Waikato (n=75)	Bay of Plenty (n=110)	Taranaki (n=35)	East Coast/Gisborne (n=6)	Hawkes Bay (n=27)	Manawatu/Whanganui (n=44)
Gross Earnings Categories	\$1-\$10,000	3%	8%	8%	9%	5%	11%	3%	0%	7%	2%
	\$10,001-\$20,000	13%	8%	2%	4%	4%	2%	3%	17%	4%	0%
	\$20,001-\$30,000	8%	6%	7%	5%	4%	6%	11%	0%	0%	11%
	\$30,001-\$40,000	5%	10%	13%	10%	5%	5%	9%	0%	11%	7%
	\$40,001-\$50,000	8%	14%	15%	19%	12%	15%	6%	0%	19%	16%
	\$50,001-\$60,000	18%	24%	13%	11%	19%	16%	11%	33%	30%	18%
	\$60,001-\$70,000	8%	8%	9%	12%	24%	19%	17%	0%	11%	14%
	\$70,001-\$80,000	16%	7%	15%	18%	4%	13%	17%	17%	7%	18%
	\$80,001-\$90,000	8%	3%	6%	5%	8%	5%	9%	0%	7%	9%
	\$90,001-\$100,000	8%	4%	1%	4%	9%	4%	14%	0%	0%	0%
\$100,000 or more	5%	8%	11%	3%	5%	4%	0%	33%	4%	5%	
Median	\$57,000	\$52,000	\$54,000	\$55,000	\$62,000	\$57,000	\$65,000	\$64,000	\$53,081	\$59,930	
Average	\$59,257	\$54,115	\$60,077	\$54,870	\$63,284	\$56,260	\$61,158	\$83,976	\$54,081	\$60,279	
20th Percentile	\$25,600	\$30,000	\$34,400	\$34,400	\$45,141	\$32,600	\$37,120	\$50,855	\$37,600	\$40,800	
80th Percentile	\$81,696	\$72,960	\$80,000	\$75,000	\$82,300	\$75,000	\$83,400	\$130,000	\$69,600	\$75,000	

## Gross Earnings Location continued

2018		Wairarapa (n=11)	Wellington City (n=43)	Wellington Region (n=77)	Nelson/Malborough (n=46)	Christchurch City (n=118)	Canterbury Region (n=64)	Westland (n=6)	Dunedin City (n=64)	Otago Region (n=27)	Southland (n=30)
Gross Earnings Categories	\$1-\$10,000	9%	5%	10%	7%	3%	6%	0%	5%	6%	3%
	\$10,001-\$20,000	0%	0%	0%	4%	5%	9%	0%	3%	2%	10%
	\$20,001-\$30,000	9%	7%	9%	13%	3%	11%	0%	8%	4%	10%
	\$30,001-\$40,000	9%	5%	6%	13%	8%	9%	33%	6%	10%	7%
	\$40,001-\$50,000	27%	21%	21%	15%	27%	13%	33%	14%	15%	7%
	\$50,001-\$60,000	0%	23%	16%	11%	8%	14%	0%	6%	15%	17%
	\$60,001-\$70,000	9%	9%	17%	17%	14%	6%	17%	20%	21%	17%
	\$70,001-\$80,000	18%	19%	9%	9%	21%	5%	0%	14%	15%	13%
	\$80,001-\$90,000	9%	7%	5%	2%	2%	9%	17%	14%	6%	0%
	\$90,001-\$100,000	0%	0%	3%	0%	4%	5%	0%	2%	4%	10%
\$100,000 or more	9%	5%	4%	9%	5%	13%	0%	8%	2%	7%	
	Median	\$50,000	\$58,000	\$52,000	\$50,000	\$56,500	\$53,500	\$46,000	\$66,000	\$57,000	\$60,000
	Average	\$58,626	\$61,411	\$53,896	\$54,158	\$59,723	\$58,683	\$51,312	\$62,978	\$58,080	\$59,986
	20th Percentile	\$40,000	\$45,757	\$33,690	\$30,000	\$41,000	\$26,000	\$32,000	\$34,600	\$40,000	\$30,000
	80th Percentile	\$78,000	\$75,000	\$70,800	\$70,000	\$77,600	\$90,000	\$70,000	\$82,400	\$73,800	\$76,000

## Gross Earnings Sector

2018		Business Owner (n=206)	Academic Institution (n=24)	District Health Board (n=234)	Ministry of Education Group Special Ed (n=12)	Other Government Department or Crown Entity (n=21)	Private Practice Contractor (n=190)	Private Practice Employee (n=320)	Private Hospital (n=13)	Other (n=31)
Gross Earnings Categories	\$1-\$10,000	6%	3%	6%	17%	9%	6%	6%	8%	15%
	\$10,001-\$20,000	3%	0%	2%	0%	9%	9%	3%	0%	0%
	\$20,001-\$30,000	6%	3%	6%	0%	4%	10%	6%	15%	15%
	\$30,001-\$40,000	4%	3%	8%	17%	4%	15%	9%	8%	6%
	\$40,001-\$50,000	9%	13%	21%	25%	17%	15%	19%	8%	24%
	\$50,001-\$60,000	11%	3%	12%	17%	9%	13%	22%	23%	9%
	\$60,001-\$70,000	12%	6%	21%	8%	9%	14%	15%	15%	3%
	\$70,001-\$80,000	14%	13%	16%	17%	13%	10%	12%	15%	15%
	\$80,001-\$90,000	10%	22%	6%	0%	4%	3%	5%	0%	0%
	\$90,001-\$100,000	8%	9%	2%	0%	13%	2%	3%	8%	6%
	\$100,000 or more	18%	25%	0%	0%	9%	5%	1%	0%	9%
Median	\$72,000	\$82,000	\$55,000	\$48,000	\$52,000	\$49,798	\$55,000	\$55,000	\$50,000	
Average	\$73,829	\$89,486	\$54,675	\$47,162	\$60,752	\$51,202	\$54,010	\$53,538	\$52,944	
20th Percentile	\$45,000	\$50,097	\$37,690	\$33,000	\$34,000	\$25,000	\$38,840	\$34,000	\$26,200	
80th Percentile	\$100,000	\$118,200	\$72,000	\$65,206	\$91,800	\$70,000	\$71,000	\$70,000	\$73,700	

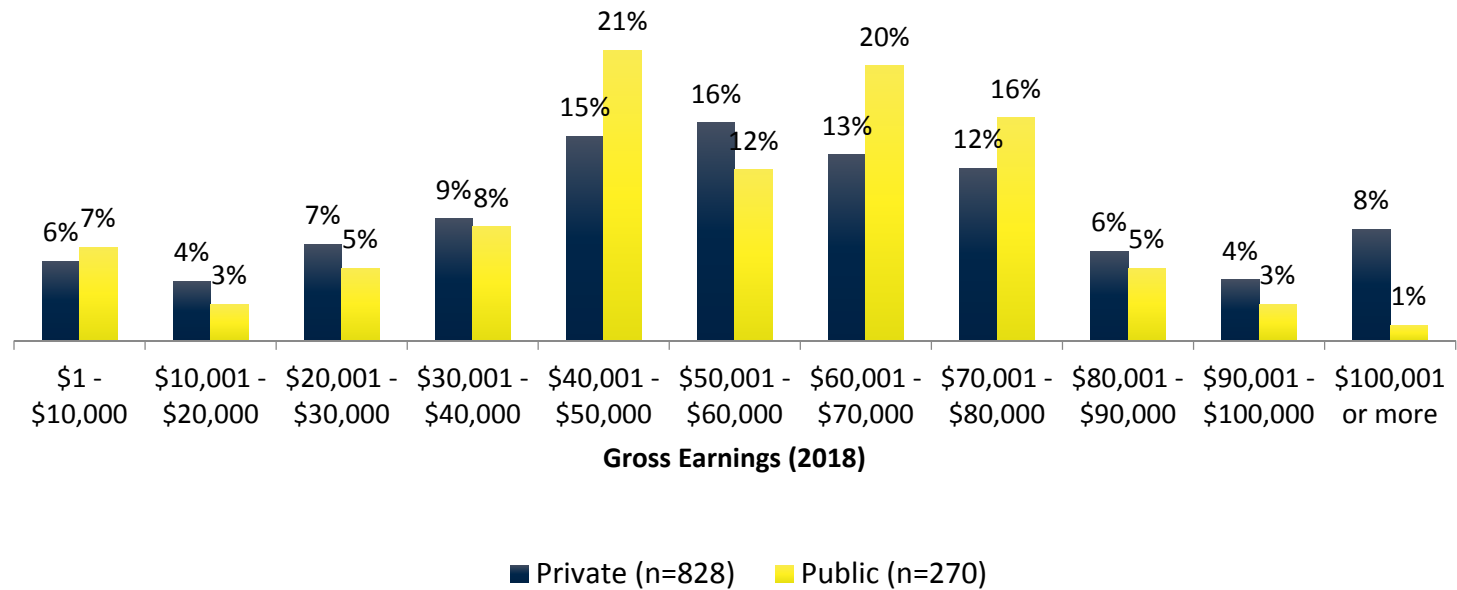
## Gross Earnings Public vs. Private Sector

Private sector includes: Business owners, private practice employees and contractors, academic institutions, and private hospitals.

Public sector includes: District Health Board, ministry of education group special ed, and other government department or crown entities.

Q. What were your gross earnings as defined by the IRD or relevant tax department in the most recent tax year?

	2015		2018	
	Private	Public	Private	Public
Median	\$70,000	\$69,988	\$58,000	\$54,000
Average	\$74,255	\$69,862	\$60,703	\$54,859
20th Percentile	\$50,000	\$55,200	\$35,000	\$36,360
80th Percentile	\$90,000	\$81,200	\$80,000	\$72,026



## Gross Earnings Area of Work

2018

		Academic (n=14)	Cardiothoracic (n=3)	Hand Therapy (n=53)	Manual Therapy / Musculoskeletal (n=432)	Neurology (n=61)	Occupational Health (n=42)	Older Adults (n=85)	Pediatric (n=51)	Respiratory (n=16)	Sports & Exercise (n=58)	Business Owner (n=24)	Management (n=35)	Other (n=103)
Gross Earnings Categories	\$1-\$10,000	14%	0%	2%	5%	7%	2%	8%	8%	13%	7%	4%	9%	13%
	\$10,001-\$20,000	0%	0%	2%	5%	7%	2%	2%	2%	6%	5%	8%	0%	1%
	\$20,001-\$30,000	0%	0%	9%	7%	7%	10%	5%	4%	13%	5%	0%	0%	10%
	\$30,001-\$40,000	0%	0%	15%	8%	10%	7%	15%	16%	6%	9%	0%	3%	8%
	\$40,001-\$50,000	0%	33%	13%	17%	16%	7%	18%	18%	19%	19%	4%	9%	16%
	\$50,001-\$60,000	0%	0%	8%	18%	8%	12%	18%	16%	6%	14%	4%	9%	13%
	\$60,001-\$70,000	0%	33%	15%	16%	20%	17%	16%	22%	6%	12%	4%	14%	12%
	\$70,001-\$80,000	21%	33%	21%	12%	18%	19%	15%	12%	6%	7%	17%	11%	15%
	\$80,001-\$90,000	21%	0%	2%	7%	3%	7%	1%	2%	25%	2%	8%	17%	5%
	\$90,001-\$100,000	14%	0%	4%	3%	3%	5%	1%	0%	0%	9%	17%	20%	4%
\$100,000 or more	29%	0%	9%	5%	2%	12%	0%	2%	0%	12%	33%	9%	6%	
	Median	\$82,500	\$68,000	\$61,000	\$55,000	\$60,000	\$67,500	\$52,000	\$52,760	\$49,900	\$54,350	\$91,000	\$75,000	\$53,081
	Average	\$95,565	\$61,333	\$63,824	\$57,346	\$53,414	\$69,252	\$50,093	\$51,862	\$51,163	\$62,202	\$90,813	\$75,079	\$55,735
	20th Percentile	\$74,200	\$53,600	\$35,800	\$38,000	\$32,000	\$42,000	\$31,800	\$34,000	\$25,000	\$33,800	\$66,000	\$50,320	\$28,200
	80th Percentile	\$132,800	\$70,400	\$75,000	\$75,000	\$75,000	\$88,338	\$69,200	\$68,000	\$86,000	\$90,900	\$120,000	\$93,156	\$75,008

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## Business Owners

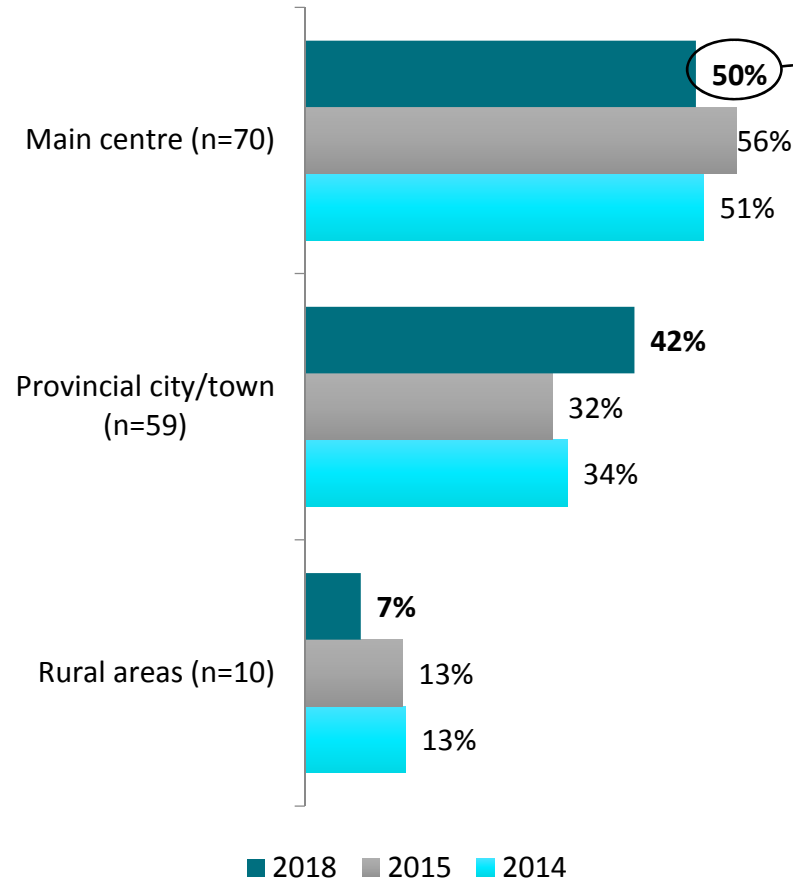
The questions in this section were asked only of those respondents indicating they are business owners

# Practice

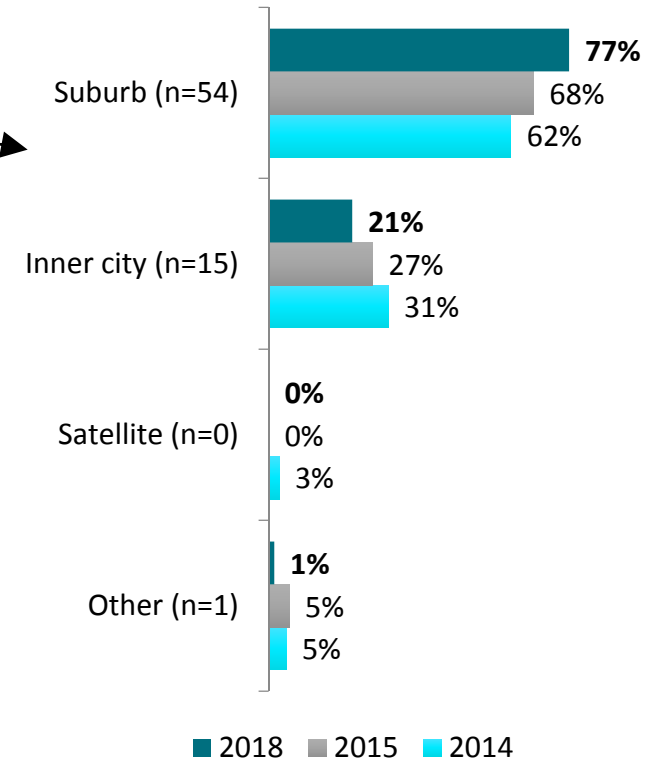
While the majority of respondents continue to operate out of main centres, provincial towns see an increase this year, while rural areas decrease.

Regarding main centres, suburbs continue to increase steadily, while inner city locations are gradually decreasing.

Q. Where is this practice operating?



Q. You indicated your practice is operating from a main centre, can you please be more specific about your location?



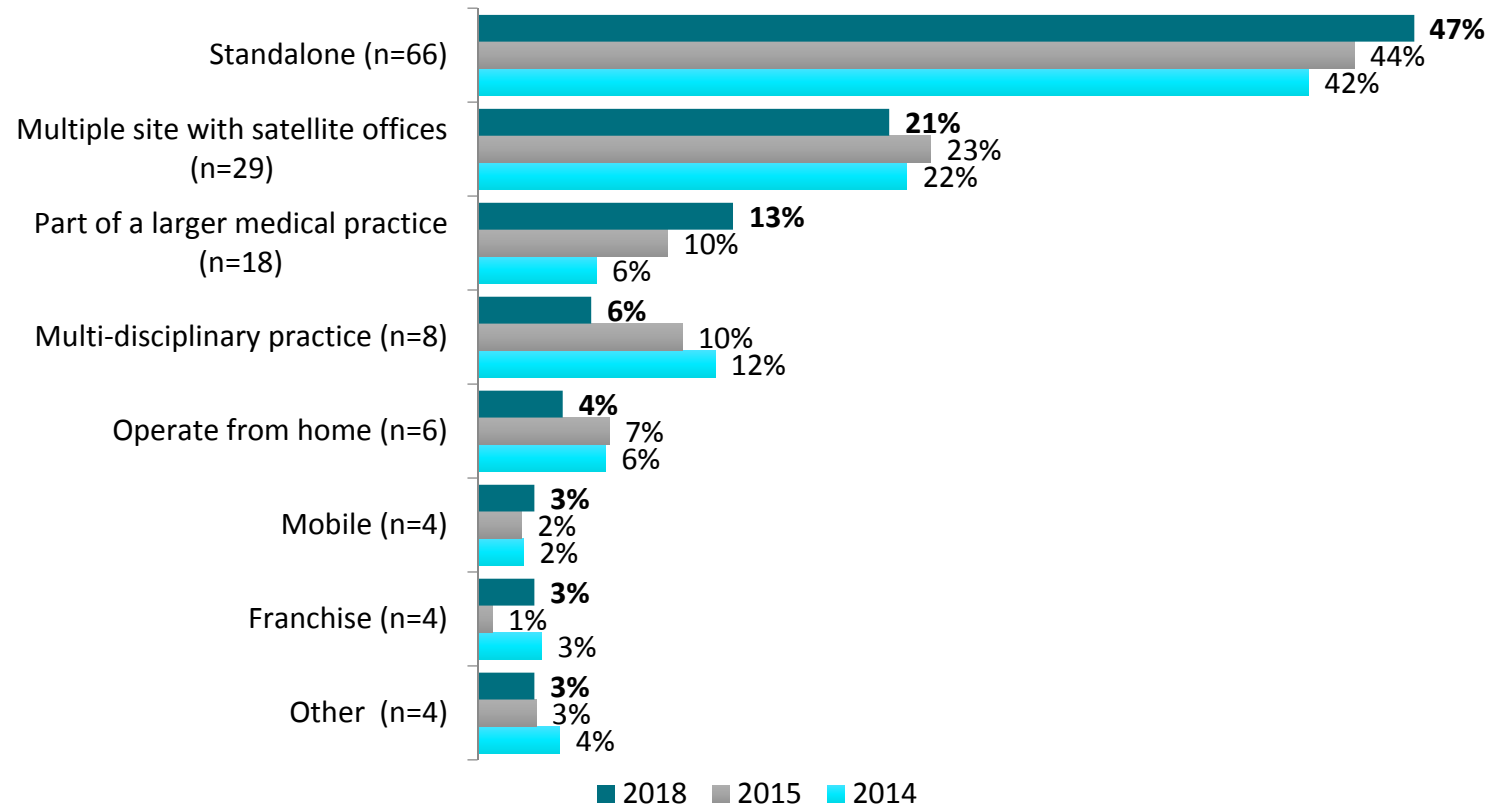
NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)

## Type of Practice

Standalone practices are increasingly common, while being part of a larger medical practice is also on the rise.

This year we see decreases in multi-disciplinary practices, and also from those operating from home.

Q. What type of practice are you operating?



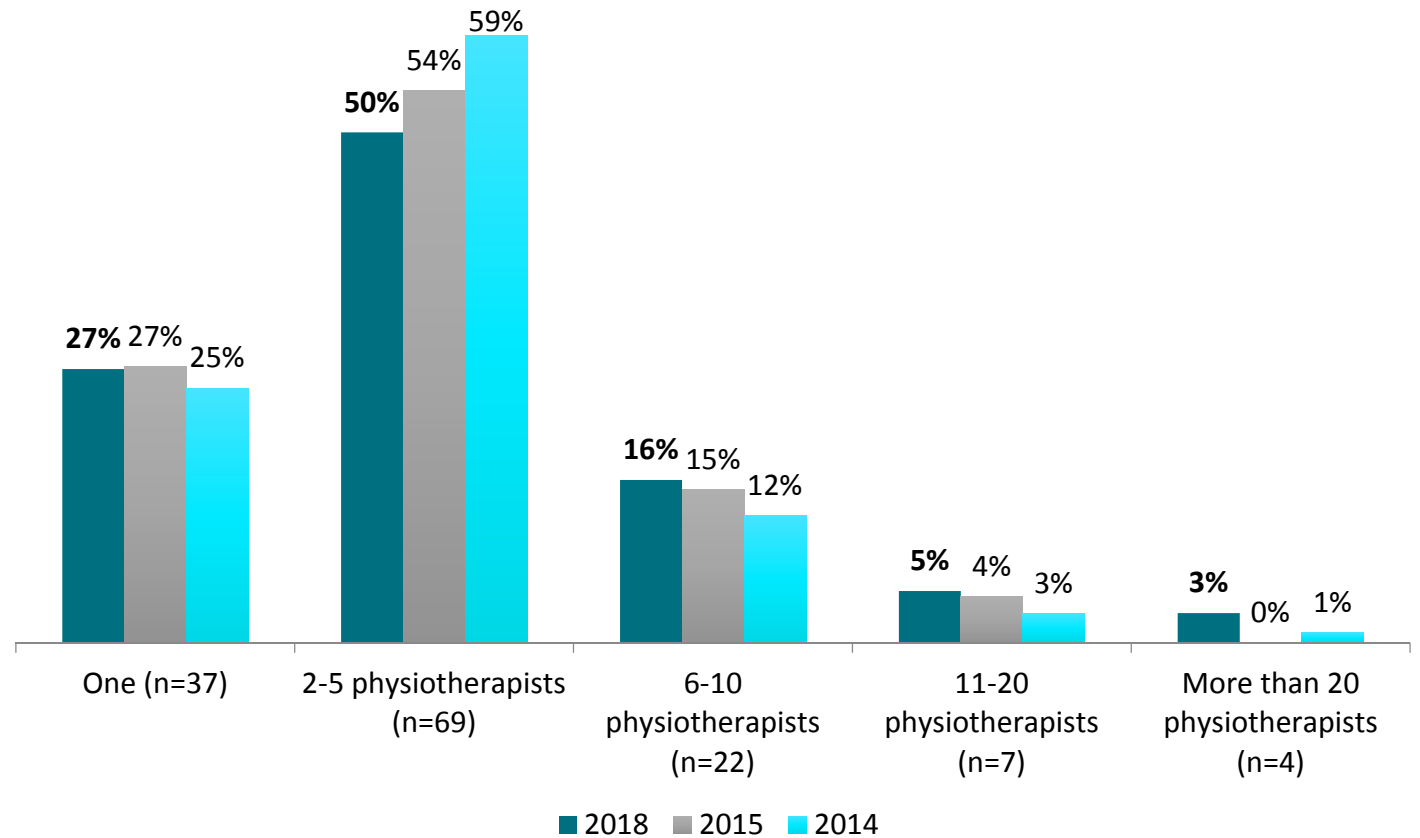
NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)



## Number of Physiotherapists

2018 survey respondents indicate that the majority of practices continue to have 2-5 physiotherapists.

Q. How many physiotherapists work in this practice?



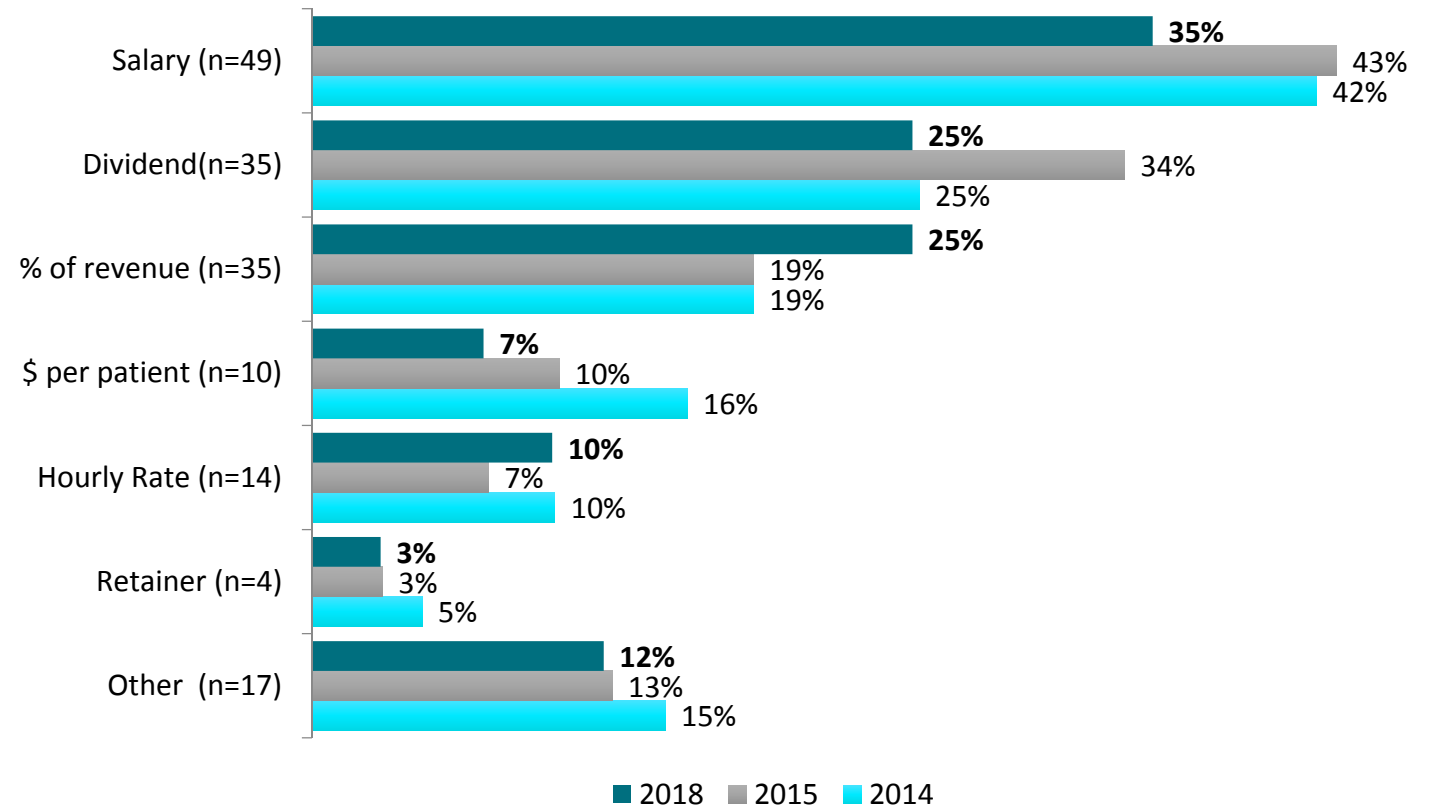
NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)

## Payment to Self

This year we see a decrease in salary, dividend, and \$ per patient as self-payment by business owners, although payment by salary is still the most common method.

Of all the business owners who responded, 1 in 4 are now taking a percentage of revenue (up from 19% in 2015).

Q. How do you pay yourself (select all that apply)?



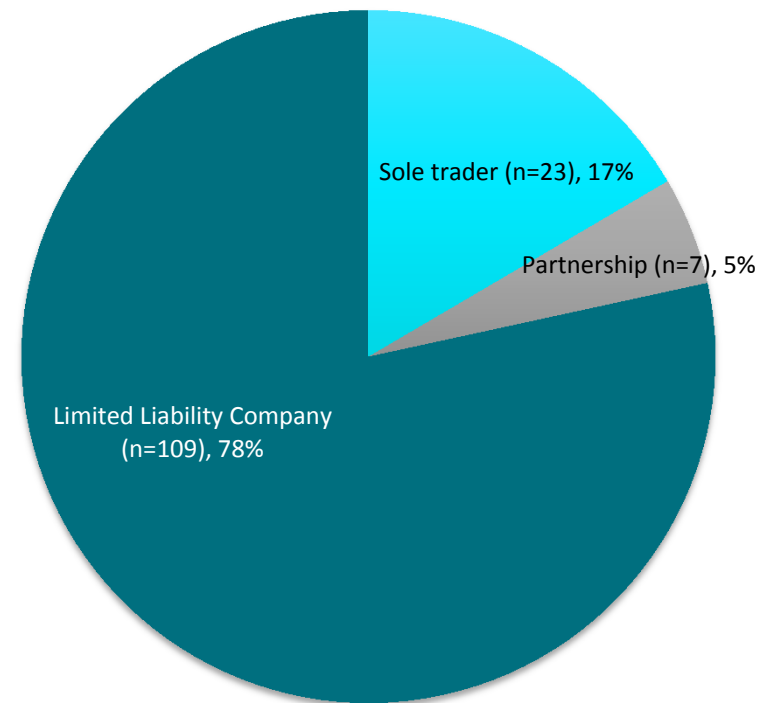
NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)

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## Entity

The percentage of sole traders has decreased from 23% in 2015 to 17% this year, while the percentage of Limited Liability Companies has increased by 10 percentage points since 2015.

*Q. What type of entity do you operate your practice under?*

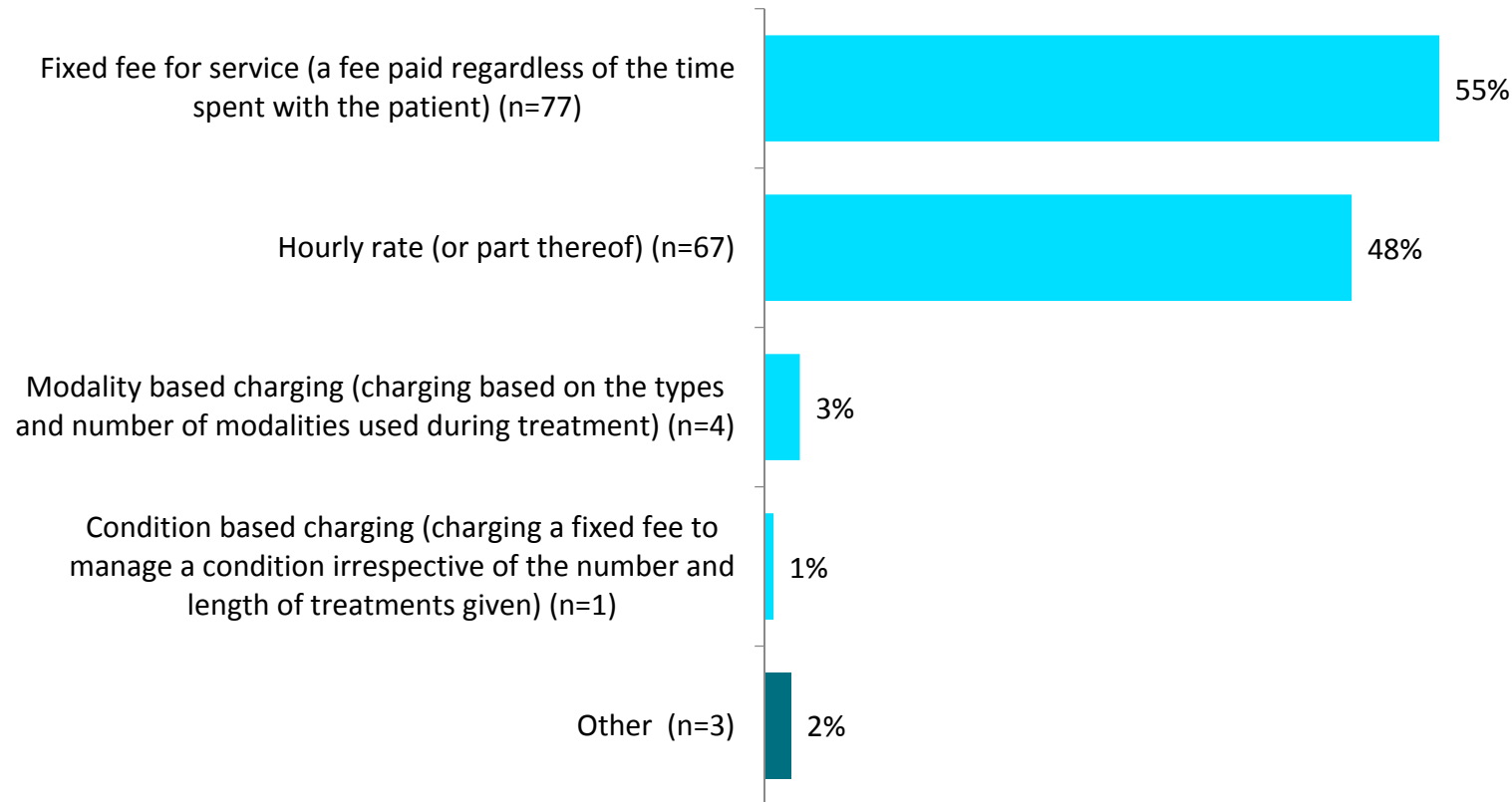


*NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)*

## Physiotherapy Fees

Respondents indicate that fixed service fees are most popular amongst practices (55%), although hourly rates are also common.

*Q. Physiotherapy fees in our practice are charged in the following ways: (Select all that apply)*



*NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)*

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## Demographics

## Demographics

		Column N %	Count
What is your gender?	Female	76%	871
	Male	24%	276
	Pre-1940	0%	1
	1940-1949	1%	11
What decade were you born in?	1950-1959	11%	125
	1960-1969	18%	206
	1970-1979	27%	313
	1980-1989	29%	330
	1990 - 1999	14%	161
	2000 - 2009	0%	0

	Column N %	Count	
Which of the following best describes your own ethnic origin?	New Zealand European/ Pakeha	73%	839
	New Zealand Maori	2%	28
	New Zealander of other descent	1%	12
	Pacific Islander	1%	7
	Chinese	2%	19
	Korean	0%	2
	Indian/ Pakistani/ Sri Lankan	1%	17
	Other Asian group	1%	14
	New Zealand Pacific Islander	1%	8
	Other ethnicity (please specify)	18%	201
Please indicate the country/region in which you currently reside:	New Zealand	99%	1135
	Australia	1%	7
	United Kingdom	0%	1
	Europe (other than UK)	0%	1
	North America (USA/ Canada)	0%	3
	South Africa	0%	0
	Other (please specify)	0%	0

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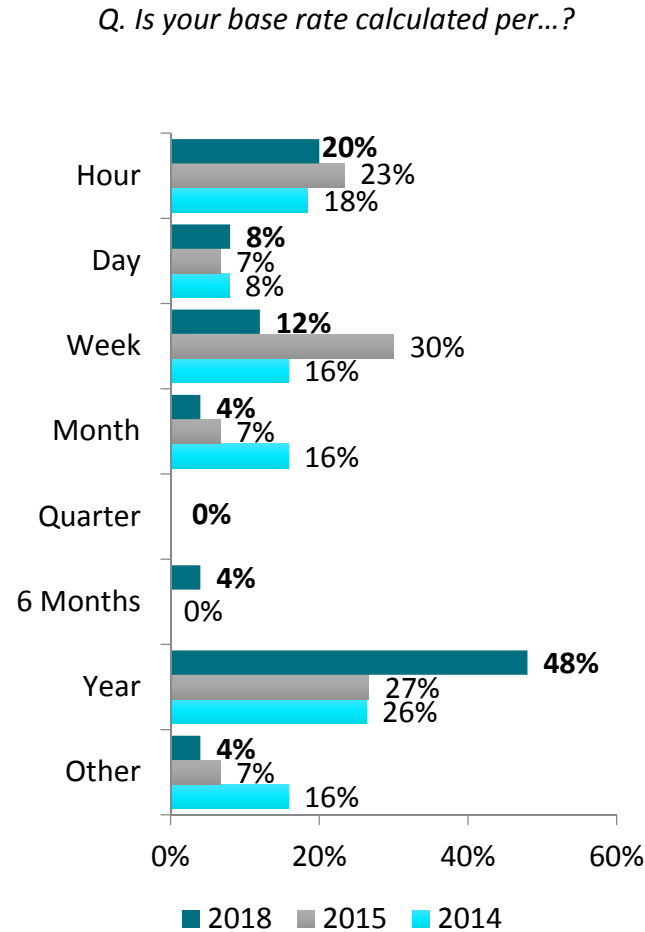
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# Appendix

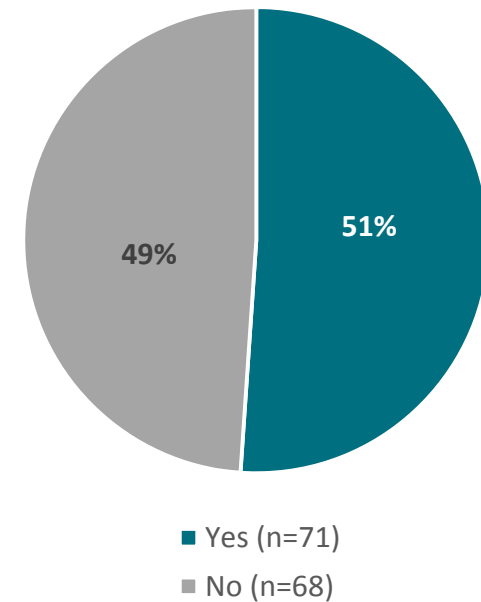
## Appendix

This year we see an increase in base rates being calculated by year, as well as decreases in month, week, and hour.

It's almost an even split between accredited (51%) & non-accredited (49%) practices.



Q. Is your practice accredited?



NOTE: Please interpret results as indicative only, where sample sizes are relatively small (n<30)





# THANK YOU

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PERCEPTIVE