

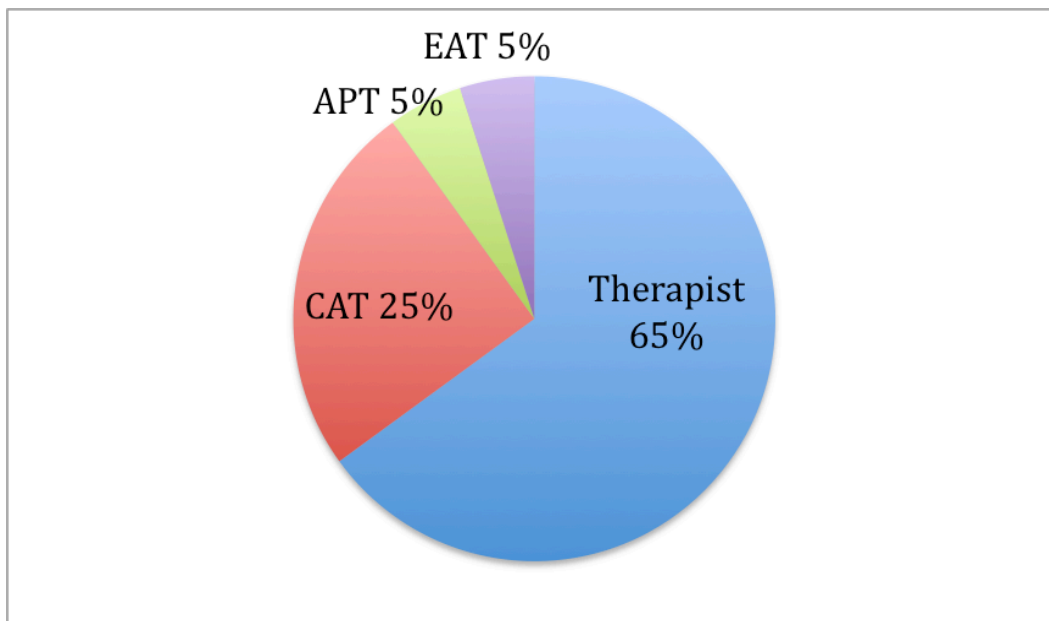
A survey of salaries and professional rates was conducted among our members just before Christmas 2013. The results are presented below.

Respondents

Respondent's professional experience ranged from 1 year to 24 years and the mean was 8 years. Seventy-eight percent of respondents practiced in a city, 9% in a town and 13% in a rural area. There were four types of professional titles used by respondents:

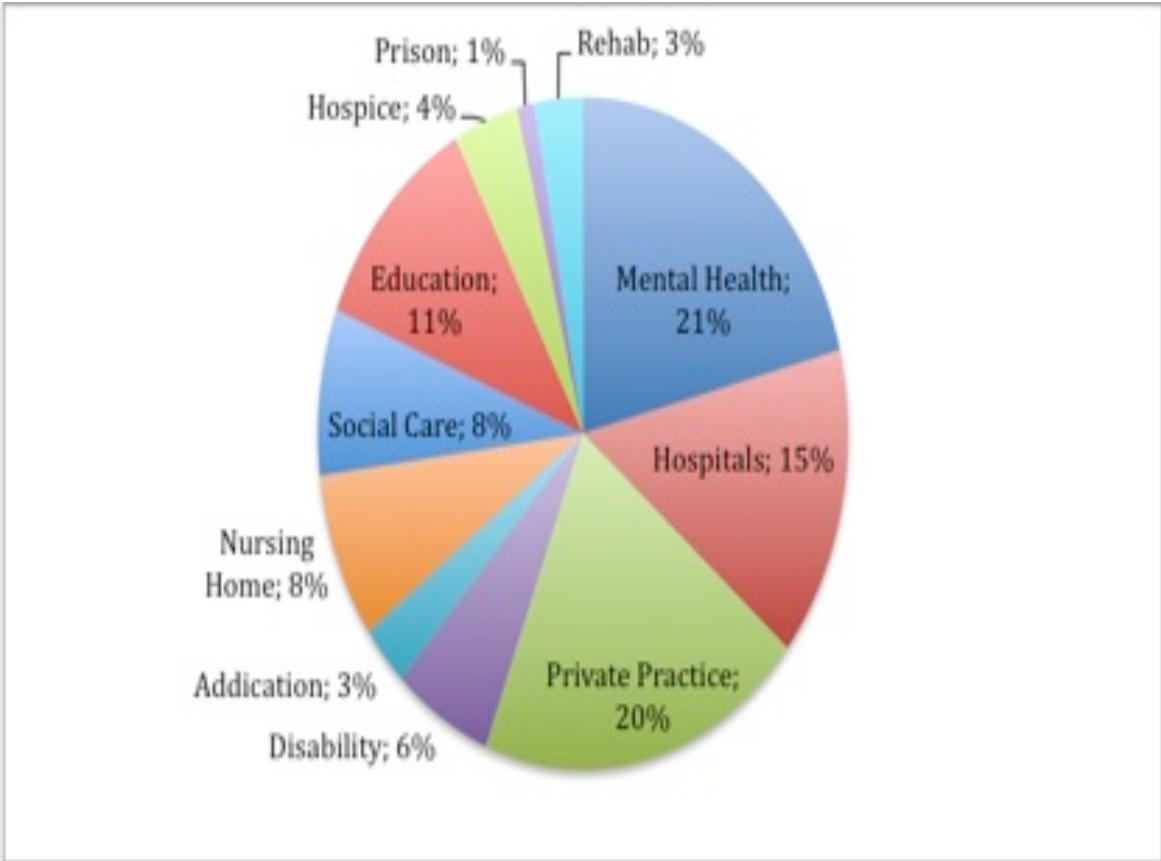
Professional Titled Used

The Majority (65%) of the respondents used the title '*art, music, drama or dance-movement therapist*, while one quarter used '*creative arts therapist*.' Two therapists used the titled '*expressive arts therapist*' and two used '*art psychotherapist*.'



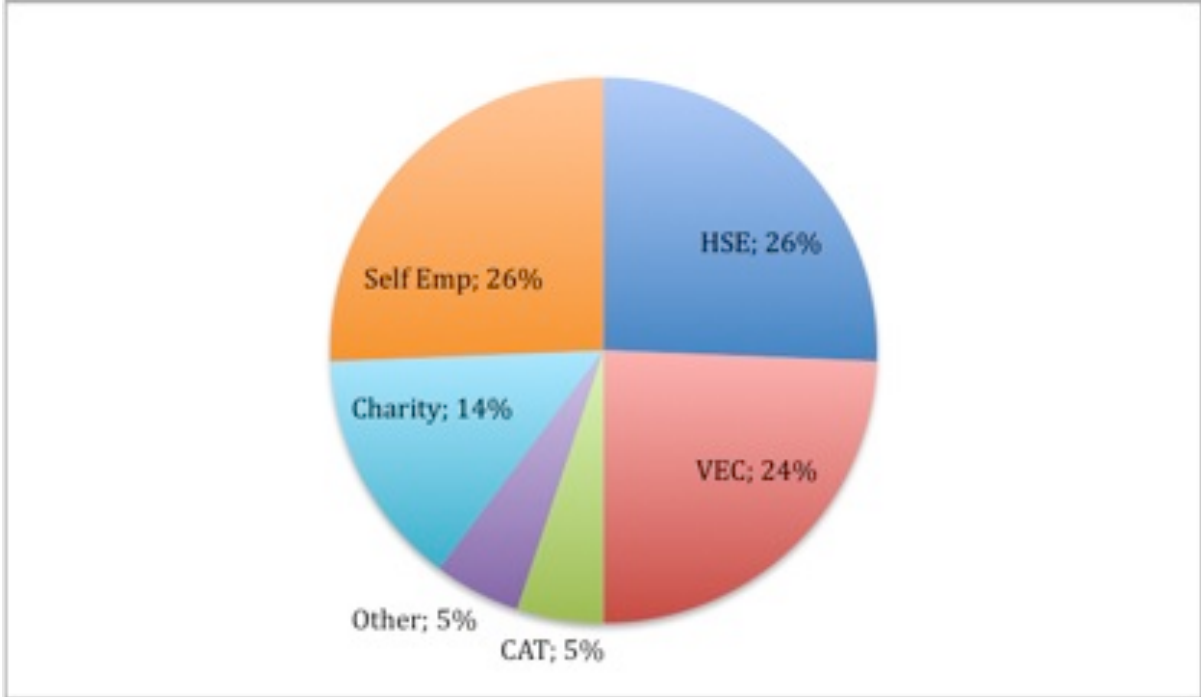
Work Settings

Therapists work in a variety of settings with mental health settings and hospitals being the most reported. Many respondents reported working in more than one setting and over one fifth work in private practice. There were very few therapists working in rehabilitation, hospice care, addiction services and prisons.



Employers

The HSE was the main employer for respondents, followed by the VEC. Twenty-six percent of therapists did work either part or full time in private practice. Charity organisations were also common but very few therapists are working in Creative Arts Therapy businesses for other therapists.




Respondents indicated how much they charge for individual and group sessions, assessments and other work including workshops and presentations. Therapists also reported on institutional rates and part-time and full-time salaries. Finally respondents commented on extra costs such as insurance, CPD and materials. The council have analysed these responses and outlined new proposed rates and salary scales for members. These are not prescriptive although it is useful to have a recommended rates based on what other members are charging.

Sessional Rates, Institutional Rates & Salaries

Sessional Rates

Sessional rates varied between €40 and €70 per hour (mean=€60) in the survey. IACAT council felt these were appropriate rates. Participants said that they sometimes offer sliding scales in private practice to parents and the unemployed. Others were less specific but said in certain circumstances they do. Other participants said that their private rate was less than their institutional rate per hour. One therapist also said they offered a reduction on their initial consultation. Council felt it was important to include documentation time in the hourly rate and to factor over heads, mileage etc into overall charges.

		2014 IACAT Recommended Sessional Rates
Individual session	€40 – €70 per/hr	Depending on experience of therapist and if sliding scale is offered.
Group session	€80+ per/hr	Depending on experience of the therapist and on the client type.
<p>*All set up, pack away and documentation time should be included in the hourly rate.</p>		

Institutional Rates


Members reported a wide range of rates for institutional half and full days. For half day rate, respondents reported between €120 and €250 (mean=€170) and for a full day (7.5-8 hours) a range of €150-€500 was reported with a mean of €265.

Salaries

In terms of salaries, there was a great disparity between full time and part time. Full-time salaries ranged between €45K and €65K (mean=€50K), while part time salaries ranged between €4K and €30K (mean=€15K). Some of the part time contracts, even though they were permanent were only for a few hours a week, while others both permanent and non-permanent were for 25+ hours a week.

There was also great variation amongst those working under full-time and pro-rata permanent contracts and contracts of indefinite duration, with therapists working to different HSE salary scales for example: basic occupational therapist, care attendant, basic play therapist, senior physiotherapist, social worker, nursing grades and secondary school teacher.

It is difficult to recommend a salary band for therapists when in the public service and private sector salaries have decreased in recent years, however IACAT would like to suggest that members look to the HSE basic and senior physiotherapist salary scales for guidance. Some of our most senior therapists are working on the senior physiotherapy salary scale and we feel this is an appropriate to follow this. Recently graduated Creative Arts Therapist may be more appropriately placed on a higher point of the basic grade, depending on their previous professional experience and then move to senior therapist grade once they have gained sufficient experience as a Creative Arts Therapist. Revised IACAT recommended institutional rates and salaries and HSE therapy salary scales are presented below.

	Irish Association of Creative Arts Therapists	2014 IACAT Recommended Institutional Rates & Salaries
Institutional Half Day Rate	€125 –€ 185	Depending on experience of the therapist and on the type of institution. All set up, pack away and documentation time should be included in the institutional rate.
Institutional Full Day Rate	€250 – €375	
Basic Salary Grade	€37,000 – €45,000	
Senior Salary Grade	€50,000 – €60,000+	

HSE Physiotherapy Payscale (July 2013)									
Grade	1	2	3	4	5	6	7	8	9
Physio (1/1/11) New Ent	33,969	35,084	36,028	37,006	37,972	38,964	39,950	40,936	41,974 44,146 45,030
Senior (1/1/10) FEMPI	50,134	51,224	52,348	53,463	54,578	55,750	56,987	58,220	59,208
Specialist (1/1/10) FEMPI	55,564	56,654	57,776	58,893	60,006	61,180	62,415	63,648	64,638
Manager (1/7/13) H.Road	60,641	62,858	65,000	65,000	65,583	67,623	69,659		

Assessment, Report Writing, Presentations, Supervision

Rather than recommend rates for assessment, report writing, workshops, presentations and supervision, council felt it more appropriate to present what members reported themselves.

Assessments, Reports, Workshops & Supervision (per hour) Member's Responses

	Range	Mean
Assessment (Individual)	€45 – €70	€60
Assessment (Group)	€60 – €200	€100
Report Writing	€50 – €150	€94
Workshop	€50 plus travel €60 – €120	€70
Presentation	€50 plus travel €60 – 200	€100
Supervision	€40 – €70	€60

Assessment may be charged for separately or as part of the therapists's hourly rate in private practice or their institutional rate.

Report writing may be completed as part of a therapist's regular documentation and charged at the hourly rate. In circumstances, where a more detailed report is requested for a court hearing, discretion may be used.

Other Costs

Members responses

Insurance	€96 +	
CPD / Training	€80 – €800	€300
Materials	€100 – €1000	€400
Travel per mile	35 – 45 cents per mile	

Professional Working Titles

Over 40% of Creative Arts Therapists have had to work or are contracted presently to work under a different professional titles. Some of these titles include *occupational therapist, group facilitator, teacher, care attendant, clinical psychologist, physiotherapist, staff nurse, nurse manager and artist in residence*. Of the therapists working in the HSE on permanent contracts only 5 have the correct title (i.e. “dramatherapist”) on their contract.

Set up / documentation time

Mostly therapists reported that set up time or documentation time was part of the overall hourly rate. Some only charged for the contact time with the clients and this was relected in other comments that in private practice only contact time is charged. In Institutional work some therapists charged an extra hour for set up / documentation time. It seemed that when working for the HSE either sessionally or in contract, set up / documentation time is included, where as therapists working in VEC posts are only for contact time and most do this work outside of paid hours.

Supplementing Income

Respondents supplemented their income by working in other areas part-time such as arts group facilitation, teaching and lecturing, adult education, invigilating exams, working in the arts, arts administration, other healthcare work and working as a supervisor.

Funding Restrictions

Over 50% of therapists had to cease work with vulnerable clients in the last 12 months due to service funding restrictions.