



**ASHA**  
American  
Speech-Language-Hearing  
Association

# SLP Health Care Survey Report: Hourly and Per-Visit Rate Trends 2005–2023

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## Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2023 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about earnings, service provision, practice issues, the workforce, and other professional topics. Results from this survey are presented in a series of reports, including this report on hourly and per-visit rate trends. As of 2023, the term *home-visit* has been replaced with *per-visit* and is referred to as such in this report.

Results from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 *ASHA SLP Health Care Surveys* are included in this report for comparative purposes. Questions and response options differ among surveys; therefore, data on all topics are not available for all survey years.

The hourly and per-visit rates presented in this report are gross rates (rates prior to deductions). The statistic that is presented is the median (i.e., middle or 50th percentile). Median rates are presented because they are more stable than means (i.e., averages) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents.

## Survey Report Highlights

### Hourly Wages

In 2023:

- About half (51%) of SLPs in health care settings who were employed full- or part-time were paid an hourly wage in their main job—the same or about the same as in past years (54%–57% from 2009 to 2021).
- More than half (58%) of SLPs in health care settings who were paid an hourly wage in their main job worked full time—down from 2021 but still on par with previous years (50%–64% from 2009 to 2021).
- SLPs who were employed full time primarily as clinicians reported a median hourly wage of \$45.00—up from \$42.00 in 2021 (a 7% increase). Those who were employed part time reported a median hourly wage of \$50.00—up compared to \$47.00–\$48.00 from 2015 to 2021.
- SLPs who were employed full- or part-time primarily or exclusively as administrators or supervisors reported a median hourly wage of \$50.00—the same as in 2021. It must be noted that, in this survey, there were too few SLPs in this category to separate into full- or part-time, so the median is based on the combined group ( $n = 26$ ).

### Per-Visit Rates

In 2023:

- Over half (51%) of SLPs in home health care settings were paid per visit—on par with previous years (47%–56% from 2009 to 2021).
- SLPs reported an overall median per-visit rate of \$62.16—on par with previous years (\$60.00–\$65.00 from 2009 to 2021).

## Pay Basis

In 2023, overall, 51% of SLPs in health care settings who were employed full- or part-time were paid an hourly wage in their main job—down from the percentage in past years (54%–57% from 2009 to 2019). The remainder were paid an annual salary (33%) or were paid per visit (16%; see Appendix Table 1).

### Pay Basis by Health Care Setting

From 2009 to 2023:

- SLPs in pediatric hospitals were more likely than SLPs in other health care settings to be paid an annual salary. In 2023, 56% of SLPs in pediatric hospitals were paid an annual salary—compared with 12%–46% of SLPs in other health care settings.
- SLPs in skilled nursing facilities were more likely than SLPs in other health care settings to be paid an hourly wage. In 2023, 88% of SLPs in skilled nursing facilities were paid an hourly wage—compared with 26%–65% of SLPs in other health care settings.
- About half of SLPs in home health care settings were paid per visit. In 2023, 51% of SLPs in home health care settings were paid per visit—similar to past years (47%–56% from 2009 to 2021).

See Appendix Table 1.

## Employment Status

In 2023:

- Overall, 58% of SLPs in health care settings who were paid an hourly wage in their main job worked full time—down from 2021 but on par with previous years of past years (50%–64% from 2009 to 2021; see Appendix Table 2).
- Overall, 61% of SLPs who were paid per visit in their main job worked full time—up from past years (47%–59% from 2009 to 2021; see Appendix Table 3).

## Hourly Wages

In 2023, SLPs in health care settings reported an overall median hourly wage of \$45.00—up from \$42.00 in 2015, \$43.07 in 2017, and \$44.00 in both 2019 and 2021. (These data are not included in any figure or table.) The *median hourly wage* is the wage at which half of the SLPs earned more than that amount and half earned less.

As shown in the remainder of the report, numerous variables—including employment status, work setting and role, years of experience in the profession, geographic region, and the type of area in which one works—affect earnings.

## Hourly Wages by Employment Status

In 2023, SLPs in health care settings who worked full time reported a median hourly wage of \$45.00—up from 2021 (see Table 1). SLPs who worked part time reported a median hourly wage of \$50.00—compared with \$47.00–\$50.00 from 2015 to 2021 (see Table 2).

## Hourly Wages by Health Care Setting

From 2015 to 2023, the median hourly wage of SLPs who worked full time typically varied by health care setting (see Table 1).

**Table 1.** Median hourly wages of SLPs employed full time, by health care setting and year.

Health care setting	\$				
	2015 (n = 478)	2017 (n = 554)	2019 (n = 695)	2021 (n = 517)	2023 (n = 477)
Overall	40.00	41.00	42.00	42.00	45.00
General medical, Veterans Affairs (VA), military, long-term acute care (LTAC), or university hospital <sup>a</sup>	40.00	39.39	42.00	42.00	45.50
Home health care agency or client's home	45.04	45.19	50.00	47.44	51.00
Outpatient clinic/office	38.71	42.91	42.00	45.00	45.00
Pediatric hospital	n/r	n/r	n/r	n/r	n/r
Rehabilitation hospital	40.50	40.26	42.00	40.28	n/r
Skilled nursing facility	40.00	41.00	41.00	41.00	43.25

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. n/r = not reported. (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents)

<sup>a</sup>From 2015 to 2019, this item was *general medical/VA/LTAC hospital*.

From 2015 to 2023, the median hourly wage of SLPs who worked part time typically varied by health care setting (see Table 2).

**Table 2.** Median hourly wages of SLPs employed part time, by health care setting and year.

Health care setting	\$				
	2015 (n = 470)	2017 (n = 424)	2019 (n = 429)	2021 (n = 297)	2023 (n = 344)
Overall	47.00	48.00	50.00	48.00	50.00
General medical, VA, military, LTAC, or university hospital <sup>a</sup>	45.00	44.37	45.25	48.00	50.00
Home health care agency or client's home	50.00	48.39	60.00	51.00	54.00
Outpatient clinic/office	45.00	50.00	49.50	48.50	50.00
Pediatric hospital	n/r	n/r	n/r	n/r	n/r
Rehabilitation hospital	42.00	45.00	45.00	46.50	50.00
Skilled nursing facility	50.00	50.00	50.00	46.45	50.00

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. n/r = not reported. (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents)

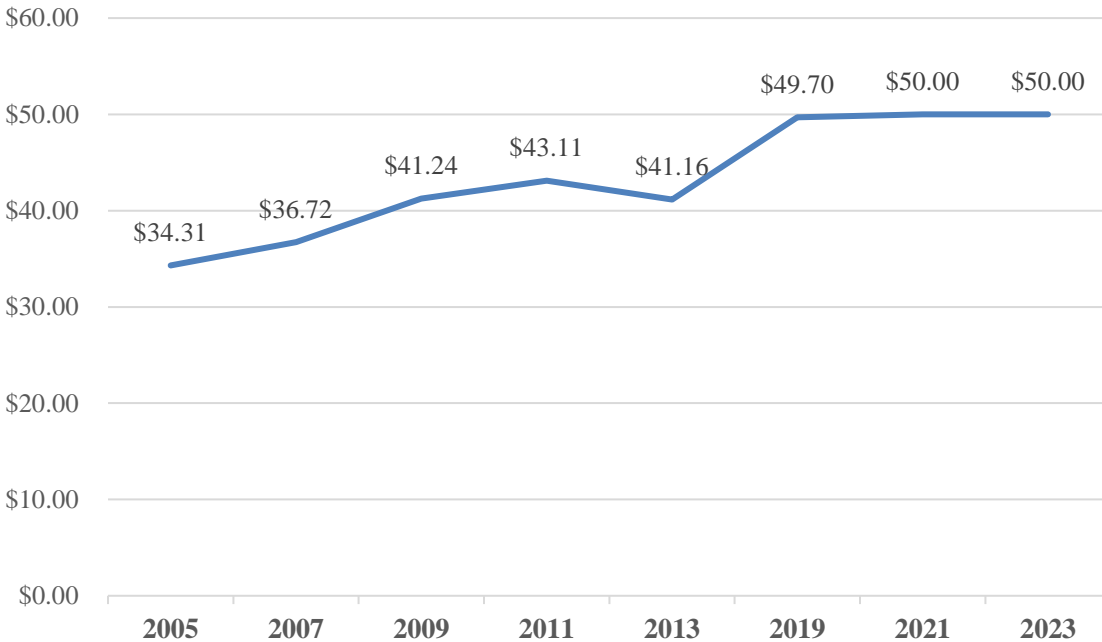
<sup>a</sup>From 2015 to 2019, this item was *general medical/VA/LTAC hospital*.

## Hourly Wages by Work Role

### *Administrators and Supervisors*

In 2023, SLPs who were employed full- or part-time primarily or exclusively as administrators or supervisors reported a median hourly wage of \$50.00—the same as in 2021 (see Figure 1).

**Figure 1.** Median hourly wages of SLP administrators and supervisors employed full- or part-time in health care settings, by year.



*Note.* These data are from the 2005, 2007, 2009, 2011, 2013, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. Hourly wages are not available for 2015 and 2017.  $n = 39$  (2005);  $n = 40$  (2007);  $n = 33$  (2009);  $n = 39$  (2011);  $n = 29$  (2013);  $n = 31$  (2019);  $n = 34$  (2021);  $n = 26$  (2023).

## Clinicians

In 2023, SLPs who were employed full time primarily as clinicians reported an overall median hourly wage of \$45.00—up from \$42.00 in 2021 (a 7% increase; see Table 3).

**Table 3.** Median hourly wages of SLP clinicians employed full time, by health care setting and year.

Health care setting	\$				
	2015 (n = 453)	2017 (n = 530)	2019 (n = 657)	2021 (n = 488)	2023 (n = 452)
Overall	40.00	40.20	41.00	42.00	44.50
General medical, VA, military, LTAC, or university hospital <sup>a</sup>	40.00	39.00	42.00	41.75	45.25
Home health care agency or client's home	42.90	45.00	47.00	n/r	50.00
Outpatient clinic/office	38.08	40.52	42.00	45.00	45.00
Pediatric hospital	n/r	n/r	n/r	n/r	n/r
Rehabilitation hospital	40.50	40.00	42.00	n/r	n/r
Skilled nursing facility	40.00	41.00	40.33	40.65	43.00

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents). <sup>a</sup>From 2015 to 2019, this item was *general medical/VA/LTAC hospital*.

In 2023, SLPs who were employed part time primarily as clinicians reported an overall median hourly wage of \$50.00—up from \$48.00 in 2021 (a 4% increase; see Table 4).

**Table 4.** Median hourly wages of SLP clinicians employed part time, by health care setting and year.

Health care setting	\$				
	2015 (n = 457)	2017 (n = 408)	2019 (n = 420)	2021 (n = 290)	2023 (n = 335)
Overall	47.00	47.50	49.50	48.00	50.00
General medical, VA, military, LTAC, or university hospital <sup>a</sup>	45.00	44.37	45.25	48.00	50.00
Home health care agency or client's home	50.00	48.39	60.00	51.00	54.00
Outpatient clinic/office	45.00	50.00	49.00	48.00	50.00
Pediatric hospital	n/r	n/r	n/r	n/r	n/r
Rehabilitation hospital	42.00	45.00	45.00	46.50	49.50
Skilled nursing facility	50.00	50.00	50.00	46.45	50.00

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents). <sup>a</sup>From 2015 to 2019, this item was *general medical/VA/LTAC hospital*.

## Hourly Wages by Years of Experience

From 2015 to 2023, the median hourly wage of SLPs employed full- or part-time tended to increase with their years of experience in the profession (see Table 5).

**Table 5.** Median hourly wages of SLPs employed full- or part-time in health care settings, by years of experience in the profession and year.

Years of experience	\$				
	2015 (n = 829)	2017 (n = 886)	2019 (n = 1,047)	2021 (n = 753)	2023 (n = 817)
<b>Employed full time</b>					
1–3	35.94	37.75	36.00	38.00	38.76
4–6	36.82	36.73	37.50	40.00	42.00
7–9	38.00	38.78	40.00	39.00	44.00
10–12	40.50	42.98	42.00	40.00	44.00
13–15	41.40	42.37	44.74	41.75	46.90
16–18	n/r	42.00	44.00	43.00	46.20
19–21	n/r	43.25	47.00	48.78	50.00
22–24	41.00	44.03	n/r	n/r	48.90
25–27	n/r	43.28	46.00	44.75	46.68
28–30	n/r	44.99	44.50	n/r	n/r
31 or more	48.00	45.00	45.00	50.00	47.20
<b>Employed part time</b>					
1–3	n/r	n/r	n/r	n/r	\$41.00
4–6	43.15	45.50	45.00	n/r	\$50.00
7–9	44.34	48.00	45.00	45.00	\$50.00
10–12	42.00	45.25	45.25	45.90	\$50.00
13–15	48.72	48.00	50.00	45.80	\$48.62
16–18	50.00	47.50	49.00	n/r	\$50.00
19–21	44.75	48.00	55.00	n/r	n/r
22–24	n/r	n/r	48.00	n/r	n/r
25–27	50.00	n/r	n/r	50.00	n/r
28–30	45.00	n/r	n/r	n/r	n/r
31 or more	50.00	50.00	52.00	48.54	\$55.00

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents).



## Hourly Wages by Geographic Region

From 2015 to 2023, SLPs employed full time in the West reported a higher median hourly wage than SLPs in the Northeast, Midwest, and South. In 2023, they reported a median hourly wage of \$50.53—up from \$47.44 in 2021 (a 7% increase; see Table 6).

**Table 6.** Median hourly wages of SLPs employed full time in health care settings, by geographic region and year.

Geographic region	\$				
	2015 (n = 475)	2017 (n = 553)	2019 (n = 693)	2021 (n = 487)	2023 (n = 476)
Northeast	40.00	43.86	43.00	43.20	45.00
Midwest	38.00	38.98	38.12	39.00	42.87
South	39.00	41.00	42.00	42.00	44.00
West	43.00	45.00	46.00	47.44	50.53

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys.

From 2017 to 2021, SLPs employed part time in the Northeast reported the highest median hourly wages. In 2015 and 2023, SLPs in the West reported the highest median wages. In 2023, they reported a median hourly wage of \$55.75—up from \$50.00 in 2021 (a 12% increase; see Table 7).

**Table 7.** Median hourly wages of SLPs employed part time in health care settings, by geographic region and year.

Geographic region	\$				
	2015 (n = 470)	2017 (n = 423)	2019 (n = 427)	2021 (n = 279)	2023 (n = 345)
Northeast	47.00	50.05	55.00	52.00	51.35
Midwest	43.80	45.78	45.00	43.00	46.00
South	47.00	45.08	47.00	48.00	50.00
West	51.95	50.00	50.00	50.00	55.75

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys.

See page 10 for a key of geographic regions/divisions and corresponding states/District of Columbia.

## Hourly Wages by Population Density

From 2015 to 2023, SLPs employed full time in city/urban areas reported the highest—or among the highest—median hourly wages. In 2023, they reported a median hourly wage of \$45.00—up from \$43.00 in 2021 (a 5% increase; see Table 8).

**Table 8.** Median hourly wages of SLPs employed full time in health care settings, by type of area and year.

Type of area	\$				
	2015 (n = 471)	2017 (n = 536)	2019 (n = 686)	2021 (n = 494)	2023 (n = 472)
Rural	38.40	40.00	42.00	41.20	43.17
Suburban	40.00	41.00	41.00	41.00	45.00
City/urban	40.00	41.20	42.00	43.00	45.00

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys.

From 2015 to 2023, the median hourly wage of SLPs who worked part time varied by the type of area in which they worked (see Table 9).

**Table 9.** Median hourly wages of SLPs employed part time in health care settings, by type of area and year.

Type of area	\$				
	2015 (n = 459)	2017 (n = 411)	2019 (n = 423)	2021 (n = 282)	2023 (n = 340)
Rural	50.00	45.06	50.00	45.00	49.00
Suburban	46.42	47.52	49.00	49.32	50.00
City/urban	45.00	48.21	48.00	47.50	50.00

*Note.* These data are from the 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys.

## Per-Visit Rates

In 2023, SLPs reported an overall median per-visit rate of \$62.16—on par with previous years (\$60.00–\$65.00 from 2009 to 2021; see Table 10).

### Per-Visit Rates by Geographic Region

From 2009 to 2023, SLPs in the West typically reported a higher median per-visit rate than SLPs in the Northeast, Midwest, or South. In 2023, they reported a median per-visit rate of \$70.00—down from \$75.00–\$80.00 from 2015 to 2021 (see Table 10).

**Table 10.** Median per-visit rates of SLPs, by geographic region and year.

Geographic region	\$							
	2009 (n = 174)	2011 (n = 265)	2013 (n = 224)	2015 (n = 205)	2017 (n = 209)	2019 (n = 240)	2021 (n = 156)	2023 (n = 256)
Overall	65.00	60.00	65.00	65.00	65.00	62.00	65.00	62.16
Northeast	65.00	60.00	65.00	60.00	63.98	60.00	57.11	65.00
Midwest	65.00	66.17	70.00	70.00	66.38	65.95	n/r	70.00
South	65.00	60.00	65.00	62.00	65.00	58.56	65.00	58.40
West	74.43	64.16	74.29	76.10	80.00	76.31	75.00	70.00

*Note.* These data are from the 2009, 2011, 2013, 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents).

#### Key of Geographic Regions/Divisions and Corresponding States/District of Columbia

Geographic Region/Division	Corresponding States/District of Columbia
<b>Northeast</b>	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
<b>Midwest</b>	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
<b>South</b>	
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
<b>West</b>	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

## Survey Methodology

The survey was sent via postal mail on February 2, 2023, to a random sample of 5,000 ASHA-certified SLPs who were employed in health care facilities in the United States, according to the ASHA membership database. The sample was stratified by type of facility. Follow-up surveys were mailed on March 9 and April 19.

Because facilities with fewer SLPs, such as pediatric hospitals, were oversampled, ASHA used weighting when presenting survey data.

## Response Rates

Of the original 5,000 SLPs in the sample, 6 had retired, 42 had unusable addresses, and 89 were not employed in health care facilities, which left 4,863 possible respondents. The actual number of respondents was 1,677—a 34.5% response rate.

Past *ASHA SLP Health Care Survey* response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), 62.5% (2011), 53.5% (2013), 46.9% (2015), 52.1% (2017), 50.3% (2019), and 17.5% (2021). The 2005–2019 *ASHA SLP Health Care Surveys* were sent via postal mail, and the 2021 survey was sent via email.

## Suggested Citation

American Speech-Language-Hearing Association. (2023). *SLP Health Care Survey report: Hourly and per-visit rate trends, 2005–2023*. [www.asha.org](http://www.asha.org)

## Additional Information

Companion survey reports are available on the ASHA website at [www.asha.org/Research/memberdata/HealthcareSurvey/](http://www.asha.org/Research/memberdata/HealthcareSurvey/).

## Questions?

For additional information regarding this report, please contact Monica Sampson, director of Health Care Services, at 800-498-2071, ext. 5686, or [msampson@asha.org](mailto:msampson@asha.org). To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit [www.asha.org/slp/healthcare](http://www.asha.org/slp/healthcare).

## Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and the public. Thank you!

# Appendix



## Pay Basis by Health Care Setting

**Appendix Table 1.** Percentage of SLPs who were employed full- or part-time and who were paid primarily an annual salary, per hour, or per visit in their main job, by health care setting and year.

Pay basis	%						
	Overall	General medical, VA, military, LTAC, or university hospital <sup>a</sup>	Home health care agency or client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
<b>2023</b> (n = 1,663)							
Annual salary	33	34	24	43	56	46	12
Per hour	51	65	26	40	44	53	88
Per visit	16	< 1	51	17	0	1	0
<b>2021</b> (n = 1,574)							
Annual salary	36	39	28	45	59	51	17
Per hour	54	61	23	49	41	49	83
Per visit	10	0	49	6	0	0	0
<b>2019</b> (n = 2,150)							
Annual salary	34	39	25	45	51	49	15
Per hour	54	61	23	48	49	51	85
Per visit	12	< 1	52	8	0	0	< 1
<b>2017</b> (n = 1,880)							
Annual salary	34	37	27	40	71	47	19
Per hour	55	63	24	53	30	53	81
Per visit	12	0	50	7	0	0	0
<b>2015</b> (n = 1,698)							
Annual salary	30	31	20	41	67	36	16
Per hour	57	69	24	54	32	64	83
Per visit	13	0	56	5	1	0	1

(Table continues)

**Appendix Table 1.** Continued

Pay basis	%						
	Overall	General medical, VA, military, LTAC, or university hospital <sup>a</sup>	Home health care agency or client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
<b>2013</b> ( <i>n</i> = 1,939)							
Annual salary	33	34	22	46	63	44	19
Per hour	56	66	22	51	37	56	81
Per visit	12	< 1	56	3	0	0	0
<b>2011</b> ( <i>n</i> = 2,335)							
Annual salary	34	39	21	43	67	49	21
Per hour	55	61	26	53	33	52	79
Per visit	11	< 1	53	5	0	0	< 1
<b>2009</b> ( <i>n</i> = 1,911)							
Annual salary	35	35	25	44	52	49	20
Per hour	56	64	28	51	48	51	80
Per visit	9	1	47	5	0	0	< 1

*Note.* These data are from the 2009, 2011, 2013, 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. <sup>a</sup>From 2009 to 2011, this item was *general medical hospital*. In 2013, it was *general medical/LTAC hospital*. From 2015 to 2019, it was *general medical/VA/LTAC hospital*.<sup>b</sup> As of 2023, the term *home-visit* has been replaced with *per-visit* and is referred to as such in this report.

## Employment Status of SLPs Paid Per Hour

**Appendix Table 2.** *Percentage of SLPs in health care settings who were paid primarily per hour, by employment status and year.*

Employment status	%							
	2009 (n = 1,081)	2011 (n = 1,291)	2013 (n = 1,078)	2015 (n = 974)	2017 (n = 1,032)	2019 (n = 1,165)	2021 (n = 851)	2023 (n = 848)
Employed full time	52	56	59	50	56	62	64	58
Employed part time <sup>a</sup>	48	44	41	50	44	38	36	42

*Note.* These data are from the 2009, 2011, 2013, 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. <sup>a</sup>Employed part time was not defined in the surveys.



## Employment Status of SLPs Paid Per Visit

**Appendix Table 3.** Percentage of SLPs in health care settings who were paid primarily per-visit<sup>a</sup>, by employment status and year.

Employment status	%							
	2009 (n = 171)	2011 (n = 261)	2013 (n = 227)	2015 (n = 216)	2017 (n = 215)	2019 (n = 248)	2021 (n = 164)	2023 (n = 263)
Employed full time	59	49	47	51	50	50	51	61
Employed part time <sup>b</sup>	42	51	53	49	51	50	49	39

*Note.* These data are from the 2009, 2011, 2013, 2015, 2017, 2019, 2021, and 2023 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. <sup>a</sup>As of 2023, the term *home-visit* has been replaced with *per-visit* and is referred to as such in this report. <sup>b</sup>*Employed part time* was not defined in the surveys.